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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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Federal Plan Shortchanges Research

CAUT analysis of knowledge infrastructure funding reveals most money not going for research facilities.

LESS than half of what the federal government says it's investing in university and college research infrastructure is actually going to research-related projects, according to a CAUT analysis of the government's spending announcements.

The analysis shows that most of the projects receiving federal funding from the Knowledge Infrastructure Program – the two-year, $2 billion economic stimulus measure announced in Budget 2009, and widely touted as an "unprecedented investment in research infrastructure" for post-secondary institutions – are for deferred maintenance, upgrades of general facilities on campuses, and other general capital projects.

By the end of October, of the more than $1.7 billion in project spending only $718 million or 41.4 per cent had gone to research-related infrastructure. The bulk of KIP funds is being distributed for general maintenance and upgrades.

"It's not that we don't think the infrastructure at universities and colleges needs fixing," said CAUT executive director James Turk. "But it's disingenuous for the government to claim this spending is an investment in research when it isn't."

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He added that what's worse, however, is that "at the same time as misrepresenting their investment in research infrastructure, they're taking money away from Canadian researchers."

In Budget 2009 the federal government also announced cuts of almost $148 million to the three granting councils that provide the bulk of research funding at Canada's colleges and universities.

Turk says he's also concerned about KIP funds so far announced for private institutions. More than $23 million has flowed to at least 14 private institutions.

"Given the chronic underfunding situation facing our public, post-secondary institutions across Canada, it's unacceptable that the government is diverting public funds to private colleges and universities," he said. ■

La plan de relance fédéral fait obstacle au secteur de la recherche académique

MOINS de la moitié des fonds que le gouvernement fédéral prétend investir dans l'infrastructure de recherche des universités et des collèges servent en fait à financer des projets de recherche, conclut l'ACPPU dans son analyse des dépenses annoncées dans le budget fédéral.

L'analyse révèle que la majorité des projets bénéficiant de fonds du Programme fédéral d'infrastructure du savoir – une mesure de relance économique de 2 milliards de dollars et d'une durée de deux ans annoncée dans le Budget 2009 et vantée comme étant « un investissement sans précédent dans l'infrastructure de recherche » des établissements d'enseignement postsecondaire – sont réservés pour des travaux d'entretien qui avaient été reportés, des travaux de modernisation des installations générales sur les campus et d'autres projets d'immobilisations généraux.

À la fin d'octobre, seulement 700 millions de dollars (soit 41 %) sur le total de dépenses de plus de 1,7 milliard de dollars avaient servi à financer des projets d'infrastructure de recherche. La plus grande partie des fonds provenant du Programme d'infrastructure du savoir est affectée à l'entretien général et à la modernisation.

« Ce n'est pas que nous ne reconnaissions pas la nécessité de rénover l'infrastructure des universités et des collèges », précise le directeur général de l'ACPPU, James Turk. « Ce que nous déplorons, c'est que le gouvernement laisse faussement croire que ces fonds sont investis dans la recherche. »

Mais ce qui est pire, à son avis, c'est que, « parallèlement à cette présentation fallacieuse des faits, le gouvernement prive les chercheurs canadiens des fonds dont ils ont besoin ».

Dans le Budget 2009, le gouvernement fédéral a annoncé également des compressions de près de 148 millions de dollars dans les budgets des trois organismes subventionnaires

Voir LA PLAN OE RELANCE à la page A9 ➔

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COMMENT
OPINIONS

LETTERS/COURRIER

'Obscene' compensation an omen

An article in the October 2009 issue of the CAUT *Bulletin* refers to the "obscene" compensation deal for the University of Calgary's outgoing president who will retire in January 2010. While such compensation strikes many as surprising, excessive, or even outrageous, I doubt that it's unique in Canada.

In a letter to the university's board of governors the University of Calgary Faculty Association asked some pointed questions about the deal. But the article in the *Bulletin* avoids the real issue, which is the increasing trend in Canadian universities – Alberta because of its particular culture being at the forefront of the movement – to adopt corporate models of governance where taking risks, vast capital raising, and having something tangible to show for one's actions is seen as signs of good leadership. Such logic commends commensurate compensation packages.

What ought to be in question is the slippery slope of what Jean-François Lyotard has called "performativity" – the cycle in which universities find themselves increasingly caught whereby knowledge (education, research, etc.) has to show it has impact, or "relevance." This "market" perspective has led in short order from accountability to accounting. In other words, to the overwhelming need on the part of institutions of higher learning to provide proofs of performance through an array of indicators.

However, these indicators can only measure what is measurable or quantifiable while the intangible, the human factor, remains as elusive as ever.

As universities compete ever more intensely for scarce resources in a context in which values such as learning, the pursuit of knowledge, the forming of minds, and the education of citizens have been supplanted by the need to secure "customers" and to build a financial base in order to ensure their own survival, it is no wonder they find themselves at a "value-fork" between glitz and the virtue of a teaching role where the impact is more often than not delayed and diffused.

It is not surprising that it is easier to measure the value of a president according to how much money has been raised under his/her watch and how many cranes tower over campuses than the value of professors who spend considerable time fervently and patiently nurturing students.

If it is difficult to show the transformation taking place in students as their minds expand and their eyes open to the world, it is seemingly easy to show success when shiny new buildings are erected. Sadly, we are all caught in this perverse logic which turns universities into "big business."

The University of Calgary is searching for a new president. It will be a rare individual indeed who will be able to simultaneously satisfy the wishes of a governing board and raise the spirit of a campus community which is increasingly becoming cynical and discouraged.

Most of us remain committed to reaching out for excellence, but the prevalent culture of performativity with its associated requirements to constantly provide proofs of effectiveness has infiltrated all levels of universities. And whether we recognize it or not, we are all part of this culture.

Pierre-Yves Mocquais
French, Italian & Spanish
University of Calgary

Read more letters on page A4.
Suite du courrier à la page A4.

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PRESIDENT'S COLUMN

Report Reveals Injustices to Mideast Academic Staff

By PENNI STEWART

EDUCATION International and CAUT are about to release a report on the status of academic staff in Israel, the West Bank and Gaza. EI is a global union federation and an advocate for the rights of academic staff in more than 172 countries and territories.

EI routinely conducts reviews on the implementation of the 1997 UNESCO Recommendation Concerning the Status of Higher Education Teaching Personnel – a document CAUT played a central role in crafting. The recommendation lays out principles of fairness in the terms and conditions of academic work, academic freedom, professional responsibility and self governance for academic staff.

The results of these reviews are published and distributed internationally. The most recent review, on Israel and Palestine, was undertaken by CAUT associate executive director David Robinson, who visited the area earlier this year.

Robinson met with academic staff, union officials, students, administrators and human rights organizations in Israel and the West Bank. Due to travel restrictions, he had to rely on telephone interviews with colleagues in Gaza. The report and recommendations flowing from it will be presented to CAUT Council this month.

The context for Robinson's report lies in the obligation of member states to meet standards set out in the 1997 UNESCO recommendation, which recognizes the teaching profession's right to academic freedom and institutional autonomy and accountability as essential to achieve fairness and academic freedom.

Robinson's report reveals that governance has become a concern for Israeli academics. A 2001 report recommended reforms that many felt would severely constrict collegial governance and university autonomy, and threaten academic freedom. There are also concerns about worsening working conditions. Faculty unions have argued that lower salaries, compared to academics in North America, have prompted many academic staff to find work abroad, leaving a significant shortfall of academic staff in Israel. Increasing casualization is also eroding working conditions for academic staff and threatens academic freedom.

The larger challenge to academic freedom however, derives from debate within Israel over the occupation of the West Bank and Gaza. While many Israeli academic staff speak out freely on this political issue, there have been a number of cases of institutional and external reprisals against those who express controversial opinions. Political activities and demonstrations have been severely restricted at some universities and colleges and some protesters have been arrested.

In the West Bank and Gaza, higher education is provided by publicly funded, nonprofit and autonomous institutions, government-sponsored institutions and private universities. The financial situation of universities and colleges is in crisis, however, and as a result private financing has increased dramatically. Tuition fees are rising beyond the means of the majority of students. The global fiscal crunch has led to a decline in donations, further exacerbating a tenuous situation.

Working conditions for academic staff are generally poor and wages depressed. Teaching conditions are difficult, with heavy teaching loads and staffing shortages. Research and teaching are severely hampered by Israeli-imposed restrictions on a variety of imports, among them scientific and research materials, computers, laboratory equipment, and even chalk and textbooks. Not surprisingly there is a "brain drain"of academic staff to Jordan and other Arab states.

Overriding the effect of these working conditions, which are common in poor countries, Robinson's report notes the devastating impact of the Israeli blockade of Gaza and the travel restrictions imposed on West Bank residents that have made normal academic routines nearly impossible.

Delays and closings of checkpoints routinely prevent students and faculty from reaching their campuses to study and teach. Travel restrictions force early closings and the security barrier effectively prevents inter-campus travel for many students and academic staff. Entry into Israel for research or study is very difficult for Palestinian academics in the West Bank and there are many impediments to their attending conferences and developing collaborative research outside of the region. Students in Gaza have generally been denied the right to study outside, even in the West Bank.

Among its findings, Robinson's report describes arbitrary arrests and detention of academic staff and students by the Israeli military forces. In addition, it notes the ongoing political conflict between Hamas and Fatah has also resulted in detentions and harassment of students and staff.

The report concludes that there are grave violations of UNESCO principles in the West Bank and Gaza. I urge you to read his report when it is released and I hope you will support CAUT's action with our international colleagues in addressing these issues. ■

LE MOT DE LA PRÉSIDENTE

Un rapport met au jour les injustices faites aux universitaires du Moyen-Orient

Par PENNI STEWART

L'INTERNATIONALE de l'Éducation (IE) et l'ACPPU sont sur le point de publier un rapport sur la situation du personnel académique en Israël, en Cisjordanie et à Gaza. L'IE est une fédération mondiale de syndicats d'enseignants qui défend les droits du personnel académique dans plus de 172 pays et territoires.

L'IE procède régulièrement à des évaluations de la mise en application de la recommandation de l'UNESCO de 1997 concernant le statut du personnel enseignant de l'enseignement supérieur – un document dans l'élaboration duquel l'ACPPU a joué un rôle moteur. Cette recommandation énonce les principes d'équité auxquels devraient être subordonnées les conditions d'emploi du personnel académique, la liberté académique, la responsabilité professionnelle et l'autogestion pour le personnel académique.

Les résultats de ces évaluations sont publiés et diffusés à l'échelle internationale. La plus récente d'entre elles, qui porte sur Israël et la Palestine, a été conduite par David Robinson, directeur général associé de l'ACPPU, qui s'est rendu dans cette région du globe plus tôt cette année.

Si, en Israël et en Cisjordanie, M. Robinson a pu s'entretenir avec des enseignants, des permanents syndicaux, des étudiants, des administrateurs ainsi que des représentants d'organismes de défense des droits de la personne, il a dû, à Gaza, mener ses entrevues par téléphone en raison des restrictions de déplacements. Son rapport de mission et les recommandations qui en découlent seront présentés ce mois-ci au Conseil de l'ACPPU.

M. Robinson situe son rapport dans le contexte de l'obligation faite aux États membres de respecter les normes énoncées dans la recommandation de l'UNESCO de 1997, qui considère le droit du personnel enseignant à la liberté académique et l'autonomie des établissements d'enseignement supérieur et leur obligation de rendre des comptes comme des éléments essentiels au maintien de l'équité et de la liberté académique.

Le rapport révèle que la gouvernance est devenue un sujet de préoccupation pour les universitaires israéliens. Un rapport publié en 2001 recommandait des réformes qui, comme le craignaient bon nombre d'entre eux, entraveraient sérieusement la gouvernance collégiale et mettraient en péril la liberté académique. La détérioration des conditions de travail suscite également de vives inquiétudes. Les syndicats de professeurs soutiennent que les faibles salaires, par rapport à ceux versés aux universitaires en Amérique du Nord, poussent de nombreux membres du personnel académique à aller travailler à l'étranger, créant ainsi une grave pénurie d'effectifs dans les établissements d'enseignement israéliens. Et cela sans compter la précarisation qui ne cesse de miner les conditions de travail du personnel académique et qui fragilise la liberté académique.

Néanmoins, la plus grande menace qui pèse sur la liberté académique réside dans le débat au sein d'Israël sur l'occupation de la Cisjordanie et de la bande de Gaza. Bien que de nombreux universitaires israéliens s'expriment librement sur cette question politique, un certain nombre d'entre eux, du fait de leurs opinions prêtant à controverse, ont été victimes de représailles internes et externes. Dans certains collèges et universités, les activités politiques et les manifestations ont été sévèrement limitées, et des manifestants ont été arrêtés.

En Cisjordanie et à Gaza, l'éducation supérieure est dispensée par des établissements publics, autonomes et sans but lucratif, par des établissements subventionnés par l'État et par des universités privées. Les universités et les collèges se trouvent toutefois dans une situation financière critique et, de ce fait, la part du financement privé s'est accrue de façon spectaculaire. Les droits de scolarité sont si élevés que la majorité des étudiants n'ont pas les moyens de les acquitter. La crise financière globale a entraîné une chute des dons, exacerbant davantage une situation déjà précaire.

Les conditions de travail du personnel académique sont généralement mauvaises et les salaires sont inférieurs à la normale. Les conditions d'enseignement sont difficiles, les charges de travail sont énormes et les effectifs sont insuffisants. La recherche et l'enseignement sont sérieusement freinés par les restrictions qu'imposent les Israéliens sur une variété d'importations, dont le matériel scientifique et autres outils de recherche, les ordinateurs, les appareils de laboratoire et même les craies et les manuels. Aussi n'est-il pas surprenant de voir les universitaires partir en masse pour la Jordanie et les autres pays arabes.

M. Robinson note dans son rapport que les conséquences de telles conditions de travail, qui sont courantes dans les pays pauvres, perdent de leur importance par rapport aux effets dévastateurs du blocus israélien de Gaza et des restrictions de déplacements imposées aux résidents de la Cisjordanie qui rendent quasiment impossibles les activités académiques normales.

Les délais d'attente et les fermetures des points de passage empêchent régulièrement les étudiants et les professeurs de se rendre sur leurs campus. Les établissements sont forcés de fermer tôt en raison des restrictions de déplacements, et bon nombre d'étudiants et de membres du personnel académique ne peuvent se déplacer d'un campus à l'autre à cause des barrières de sécurité. Il est très difficile pour les universitaires palestiniens de la Cisjordanie d'entrer en Israël pour y

Voir UN RAPPORT à la page A10 ➔

COMMENT OPINIONS

LETTERS/COURRIER

Academic freedom defence inconsistent

CAUT president Penni Stewart speaks of CAUT's "mandate and role in defending colleagues whose [academic] freedom has been infringed" (*Bulletin*, October 2009) and insists, rightly, that "we must pay serious attention to each incident, because each potentially establishes precedents that pave the way for dangerous ... change."

More problematically, she finds in the statement of York University president Mamdouh Shoukri that universities are "obliged to ensure the respectful exchange of ideas based on research" – something that "hints ominously at the curtailment of academic freedom." Does she advocate the disrespectful exchange of ideas based on personal political predilection or delusion?

Stewart's call to arms is pitched towards CAUT's ongoing condemnation of Gary Goodyear, minister of state for science and technology, for his intervention with SSHRC regarding a conference on the Israeli-Palestinian conflict. CAUT deems this problematic intervention a politically motivated assault on academic freedom.

Even leaving aside, however, that the speakers at the conference in question included the foremost leader in a movement to impose an international boycott on Israeli academics – *i.e.*, a movement *to utterly* suppress the academic freedom of a certain group of scholars solely on the basis of their nationality – we should note that CAUT's own defence of academic freedom is extremely troubling in its selectivity.

A few years ago, when academic associations worldwide, including the American Association of University Professors, vigorously defended academic freedom by denouncing a proposed British boycott of Israeli academic institutions, CAUT declined to denounce this dangerous precedent despite specific requests to do so.

This inconsistency in the defence of scholars whose academic freedom is threatened raises the disturbing suspicion that CAUT's ongoing call for Goodyear's head is itself more a matter of politics than principle.

Eric Lawee
Acting Director
ORU-Israel & Golda Koschitzky
Centre for Jewish Studies
York University

CAUT replies

It is important to get the facts straight.

Gary Goodyear's chief of staff threatened a cutoff in new funding for SSHRC because of a peer-reviewed decision to fund a conference on Israel and Palestine sponsored by Osgoode Hall Law School, York University and Queen's University – the first time to our knowledge that a minister has ever threatened a granting council over a peer-reviewed decision.

The speakers at the conference reflected a variety of views, with Israeli academics accounting for almost 25 per cent of presenters. Be that as it may, CAUT is not in the practice of being silent when a minister's office threatens to cut off funding for a conference because the minister dislikes the politics of invited speakers.

CAUT did refuse the call to denounce our British counterpart, the University and College Union, over its alleged call for an academic boycott. The fact is the UCU never called for an academic boycott of Israel.

The UCU general assembly, when faced with a motion to support a boycott, refused to support the motion but did suggest the issue should be debated and that the union would arrange regional meetings with representatives of both sides to debate the issue.

It was, and is, CAUT's view that the academy is a place where we should encourage debate of controversial issues, not try to suppress them.

Penni Stewart
President
CAUT

Naive support for anti-Israel conference

Dorit Naaman rightfully condemns the attempt by Jewish organizations to stifle debate in Canada on the future of Israel and Palestine, a debate that is lively in Israel, perhaps more so than here (*Bulletin*, October 2009). But her own comment shows why defenders of Israel are correct in seeing the planned York University conference as part of a wider effort to deny Israel the right to exist as the homeland of the Jewish people.

Not content to discuss the reaction of Jewish organizations, to analyze its possible effects on academic freedom and to report on the openness of public discourse in Israel, Naaman must also highlight a warning, made in *1902*, that *a Jewish state would* be "*small [and]* petty ... orthodox and illiberal," exclusionary and narrowminded in its policies.

This is not a critique of Israel as it actually exists; it is the biased representation, by an assimilationist Jew of a century ago, of what he took to be the essence of the Jewish people and of a Jewish state, were it to come into being. It is, in fact, an expression of disdain and bigotry. If such a statement were quoted in a text about the future Palestinian state, it would be condemned as racist.

Naaman's commentary unwittingly highlights precisely what opponents of the York University conference understand to be its disingenuous premise: the meeting will showcase academic discourse that is motivated, at least in part, by prejudice.

It is one thing for Israelis to ponder the future of their state in light of the current stalemate and of the price it exacts from Palestinians and will exact in increasing intensity from [Jewish] Israelis. It is another thing altogether for people motivated by prejudice and animosity to use an academic forum to deny a member state of the United Nations its very right to exist.

The "coordinated campaign" of pro-Israel organizations against the York University conference may be deplorable as an attack on academic freedom. But it is a logical response to another coordinated campaign that is much more dangerous, because it is, despite the positive motivations of some participants, objectively aligned with the efforts of groups and states whose stated aim is the erasure of Israel from the map.

Raphaël Fischler
School of Urban Planning
McGill University

Naaman replies

Raphaël Fischler argues that the York University conference should be seen "as part of a wider effort to deny Israel the right to exist as the homeland of the Jewish people." As evidence he uses a quote included in my commentary from a letter Lord Rothschild wrote in 1902. However, he neglects to mention I provided the quote as part of my citation of former Israeli education minister Shulamit Aloni's June 4 opinion piece in Haaretz.

In response to the Nakba Law, Aloni wrote about the "transformation of Israel into a totalitarian ethnocracy." And I included the quote to show that a Zionist longtime Knesset member is lamenting what Israel has become, while also calling for a change. Surely Aloni would not be suspect of questioning Israel's right to exist just because she quoted Rothschild? Nor would the many Zionist Israelis who attended the conference – there to promote a two-state solution and debate the one-state option.

The claim that the conference "will showcase academic discourse that is motivated, at least in part, by prejudice" needs solid grounding and support, one that is missing from Fischler's letter.

Dorit Naaman
Alliance Atlantis Professor of Film & Media
Queen's University

Trinity defended

I would like to comment on the Trinity Western University report by William Bruneau and Thomas Friedman (*Bulletin*, September 2009 and online at www.caut.ca/uploads/TWU_Report.pdf).

CAUT has a legitimate interest in the status of academic freedom at the university. TWU joined the Association of Universities and Colleges of Canada in the early 1980s. It was an important step in encouraging TWU's commitment to intellectual freedom. This issue has been a matter of concern to many of its faculty, staff, and students over the years and we have honestly addressed it. Many faculty members would not have stayed at TWU had the university not taken it seriously.

The Bruneau-Friedman report concludes that TWU "violates the commitment to academic freedom that is the foundational bedrock of the university community in Canada and internationally."(p. 4) I believe the report reflects a naïve and uncritical reading of the evidence of how TWU professors do research and teach.

At TWU there are a wide variety of views and understandings of the Christian faith. The information Bruneau and Friedman gathered from faculty members in the course of their investigation reflects both its diversity as well as the freedom from interference it has experienced. Their report section on history and policy covers only administrative history. So their choice to emphasize descriptive formal and informal catalogue phrases over actual experience and results of TWU faculty teaching and research is puzzling.

Like all texts, those in TWU's calendar have a social logic requiring analysis. Even though Bruneau and Friedman harvested considerable evidence from faculty's work and experience, they ignored it in their conclusions. They failed to answer the question asked by CAUT president Penni Stewart in her October *Bulletin* column: What academic freedom "means in the daily practice of academic staff, departments and institutions."

Throughout my more than 30 years as a TWU professor, the university has shown a steady commitment to academic detachment and freedom. Our scholarly peers have recognized this. The publishers of my research include Columbia University Press, Boydell & Brewer, Sixteenth Century Journal, Czechoslovak [now Czech] Academy of Sciences, Cambridge University Press, Collegium Carolinum of München, Journal of Medieval History, Österreichische Akademie der Wissenschaften, and the University of Toronto. The editors and their selected external readers, would not have agreed to publishing my work had it been marked by doctrinal blinkers.

TWU will need to continue its vigilance as marginal groups associated with it seek to interfere in academic freedom. Nevertheless it would be appropriate for CAUT to recognize that at this stage, the work of TWU's faculty, whether in the classroom, lab or office, qualifies it as an authentic member of the global university community.

I think a greater danger to universities' detached and imaginative study of the arts and sciences is the tendency of Canadian and world universities to give priority to disciplines that emphasize the practical needs and interests of society. These forces are inclined to see education as the learning of a repertoire of skills and knowledge. They are tempted to cut financing to disciplines perceived as not addressing these goals. Such shortsightedness represents a greater threat to the traditional innovative work of universities than is the commitment to the Christian faith of TWU faculty.

Jane Flax, in her brilliant 1992 essay "The End of Innocence," points out how academia and others ought to confront the challenges of today. She argues there is no such thing as innocent knowledge. Not philosophers or scientists arguing from the authority of reason, not the theologian claiming access to transcendental revelation, nor any other assertion to possess knowledge can expect a privileged place in the inquiry into knowledge and wisdom.

In a world threatened by annihilation, Flax invites all to an open discussion, saying: "We need to learn to make claims on our own and others' behalf and to listen to those which differ from ours, knowing that ultimately there is nothing that justifies them beyond each person's desire and need and the discursive practices in which these are developed, embedded and legitimated."

John Klassen
Emeritus Professor of History
Trinity Western University

The Bruneau-Friedman report noted that academic staff at Trinity Western University are well-qualified academics, carrying out programmes of post-secondary education at standards approved by relevant provincial and national authorities. On the other hand, the report noted that TWU's "Statement of Faith," list of "Responsibilities of Membership" and policy on academic freedom allow for unwarranted and unacceptable constraints on academic freedom.The university's statement of academic freedom recognizes academic freedom only "from a stated perspective, i.e., within parameters consistent with the confessional basis of the constituency to which the University is responsible." In its calendar, Trinity Western describes itself as follows: "We are a passionate, an intentional disciple-making academic community," and "as an arm of the Church, is first and foremost an academic community of people passionately committed to Jesus Christ and to God's purposes ... [with the objective that] all members of its community may be and become knowledgeable, perceptive, principled, just, disciplined and compassionate disciples of Jesus Christ," and that "All teaching, learning, thinking, and scholarship take place under the direction of the Bible, the wholly authoritative and truthful Word of God." – ed

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NEWS ACTUALITÉS

Rocher Speech Available Online

A COPY of Guy Rocher's recent speech to CAUT Council is available for viewing online.

In "Truth as a Value and a Practice: A Perpetual Issue in Post-Secondary Education," the winner of CAUT's 2009 Distinguished Academic Award says that academic staff associations must take responsibility for safeguarding the culture of truth.

"Truth is the fundamental, essential, ontological and epistemological value on which, in the final analysis, everything that we call knowledge, learning, our sciences and disciplines rests," Rocher said. "The greatness of the mission of our colleges and universities lies in the pursuit of truth and of truths in all their forms, and the respect for truth. In today's society as in times past, colleges and universities are the tangible, living representatives of respect for intelligence and truth. It is their responsibility, and that of academic staff, to fulfill this role, defend it, preserve it and assert it."

Truth as a Value and a Practice is available at www.caut.ca/uploads/RocherSpeech2009.pdf.

But he adds that "our post-secondary institutions and professions exist in the midst of power relationships, conflicts of interest and conflicts of values. Political and economic powers can be the guardians and protectors of academic freedom or its enemies" and while institutions should resist all "utilitarian attempts by power interests to take over or hijack knowledge," administrators have not always been above the fray of late.

"Authorities and managers of our academic institutions are not always the best promoters and defenders of their academic staffs," Rocher said, adding "it is one of the missions — I would venture to say, perhaps the main mission — of our associations and unions to protect independence and freedom in research and teaching and our right to free involvement in our society." ■

Version française à la page A12.

CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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CANADA'S VOICE FOR ACADEMICS CAUT | ACPPU BULLETIN

Deux collèges d'Alberta accèdent au statut d'université

LE gouvernement de l'Alberta a conféré au Collège Mount Royal de Calgary et au Collège Grant MacEwan d'Edmonton le statut d'université les 3 et 24 septembre respectivement.

Université Mount Royal

Le vice-recteur à l'enseignement, Robin Fisher, a déclaré que la reconnaissance officielle de Mount Royal comme université est un réel motif de fierté pour une école qui, à ses humbles débuts en 1911 en tant qu'institution méthodiste privée, accueillait 179 étudiants.

Le mandat de Mount Royal a toutefois changé au fil des années et « en fait, nous étions devenus une université avant même d'en acquérir le nom », explique M. Fisher. « Nous avions déjà établi une gamme de programmes conférant un grade et nous avions mis en place une nouvelle structure de gouvernance universitaire chargée de l'encadrement des questions pédagogiques. »

Autoriser l'école à s'appeler dorénavant l'Université Mount Royal, c'est reconnaître de façon judicieuse sa croissance récente, estime M. Fisher. « Tous les membres du personnel, du corps professoral et de la population étudiante sont à l'origine d'un tel succès et doivent s'en féliciter. »

L'université offre à l'heure actuelle sept programmes menant au grade de baccalauréat et « les étudiants diplômés auront maintenant accès à une plus grande variété de programmes d'études supérieures », a souligné David Hyttenrauch, le président de l'association du personnel académique de Mount Royal dans une déclaration faite au télé-journal de CBC.

« Jusqu'à présent, il a été difficile pour les diplômés de collèges en général de poursuivre des études supérieures dans les universités », a-t-il précisé. « Le nouveau statut d'université ne modifie pas véritablement les programmes que nous offrons; ce que cela change, c'est la reconnaissance de notre position à l'échelle nationale ainsi qu'au regard des autres établissements d'enseignement. »

Université Grant MacEwan

Pour le président-directeur général de MacEwan, Paul Byrne, l'attribution du statut d'université vient élargir la perspective du public sur ce que l'établissement offre à l'heure actuelle et ce qu'il a engendré depuis qu'il a accueilli ses 400 premiers étudiants il y a cela près de 40 ans.

« Nous avons fait nos preuves en développant depuis longtemps de solides cursus de niveau universitaire. Le changement de nom à l'Université Grant MacEwan s'inscrit dans la lignée de notre évolution », affirme M. Byrne. « MacEwan offre maintenant cinq programmes de premier cycle, et ce nombre est susceptible d'augmenter dans les années à venir. Nous répondons aux besoins à mesure que nous évoluons sans toutefois changer l'essence même de notre mission. »

Il reconnaît que la décision de se concentrer de plus en plus sur l'enseignement au premier cycle tout en continuant d'offrir des programmes menant à un diplôme ou à un certificat n'a pas été prise inconsidérément. « Il a fallu creuser la question, mener des tas de consultations et faire un examen prospectif rigoureux avant de déterminer s'il s'agissait vraiment d'un pas dans la bonne direction. La réaction des étudiants, du corps professoral et du personnel a été des plus positives. »

Le changement de nom « n'est que la reconnaissance officielle du travail que nous accomplissons depuis pas mal longtemps », a dit au *Edmonton Journal* le responsable de l'association du personnel académique, Jerry Zdril. ■

English on page A10.

Vingt ans après la tragédie

LE 6 décembre 1989, un homme de 25 ans, Marc Lépine, a fait irruption à l'École polytechnique de Montréal, armé d'un fusil semi-automatique. Ouvrant le feu dans toutes les directions, il a abattu quatorze femmes et blessé treize autres personnes — 9 femmes et 4 hommes — avant de se donner la mort.

Marc Lépine croyait qu'il n'avait pas été admis à l'école de génie à cause des politiques d'« action affirmative » soutenues par les féministes et leurs sympathisants. Au moment de sa mort, il portait sur lui une note contenant une diatribe contre les féministes qui, selon lui, lui avaient toujours gâché la vie, ainsi qu'une liste de dix-neuf personnalités féminines québécoises qui faisaient carrière dans des professions non traditionnelles et qu'il voulait également tuer.

Les 14 femmes assassinées dans ce massacre étaient Anne-Marie Edward, Anne-Marie Lemay, Annie St-Arneault, Annie Turcotte, Barbara Daigneault, Barbara Klucznik Widajewicz, Geneviève Bergeron, Hélène Colgan, Maud Haviernick, Maryse Laganière, Maryse Leclair, Michèle Richard, Nathalie Croteau et Sonia Pelletier.

Ces femmes sont devenues des symboles, des représentantes tragiques de l'injustice contre les femmes. Des associations féminines ont organisé à travers le pays des veillées, des marches et des actes commémoratifs. L'appui aux programmes éducatifs et aux ressources pour réduire la violence à l'égard des femmes s'est intensifié. Les gouvernements fédéral et provinciaux se sont engagés à mettre un terme à la violence contre les femmes. En 1991, le gouvernement canadien a proclamé le 6 décembre Journée nationale de commémoration et d'action contre la violence faite aux femmes. ■

English on page A7.

In the Massacre's Wake

TWENTY years ago on Dec. 6, 25-year-old Marc Lepine walked into Montreal's École Polytechnique with a semi-automatic rifle.

Once inside the school, Lepine began a shooting spree during which he murdered 14 women and injured 13 others: nine women and four men, before turning the gun on himself. Lepine believed it was because of "affirmative action" policies promoted by feminists and their sympathizers that he was not accepted to the engineering school. His suicide note blamed feminists for ruining his life and listed 19 prominent Quebec women in non-traditional occupations whom he'd also hoped to kill.

The 14 women who died in the massacre were: Anne-Marie Edward, Anne-Marie Lemay, Annie St-Arneault, Annie Turcotte, Barbara Daigneault, Barbara Klucznik Widajewicz, Geneviève Bergeron, Hélène Colgan, Maud Haviernick, Maryse Laganière, Maryse Leclair, Michèle Richard, Nathalie Croteau and Sonia Pelletier.

These women became symbols – tragic representatives – of injustice against women. Women's groups across the country organized vigils, marches and memorials. There was an increase in support for educational programs and resources to reduce violence against women. Both federal and provincial governments made commitments to end violence against women. In 1991, the Canadian government proclaimed December 6 the National Day of Remembrance and Action on Violence Against Women. ■

Version française à la page A6.

Socrates in the Boardroom

→ From PAGE A14

to be transferable, and that they will tend to excel in pretty much any field they decide to turn their hands to?

That is no doubt part of it. But Goodall and the many university leaders she cites place the emphasis elsewhere.

A number of themes recur. One is credibility. "Being a good scholar," Goodall is told by one interviewee, "means that I can look a Nobel or Pulitzer prizewinner in the eye." Another is expert knowledge. "Because I am an academic," another interviewee says, "I am driven by the academy and the development of ideas and knowledge. It is my business. It is not possible for someone external to the academy to understand this." A third important factor is the signalling effect: putting an academic in charge sends a message to the world, and crucially to other high-flying scholars, about the university's real values.

A final issue is the role of vice-chancellor as standard-bearer. Goodall is sympathetic to the RAE, at least inasmuch as it has had "the consequence, intended or not, of giving leaders more power – and I do believe ... they have to have more power. I don't believe in the democracy argument and big committees." Those such as Giddens who found the time to submit research to the RAE while running their institutions make particularly inspiring role models.

In making such a powerful case for leaders who have "acquired a deep, inherent, instinctive understanding of the core business," Goodall presents a substantial challenge to our research universities. Yet the rewards can be equally substantial.

Take the case of the Rockefeller University in New York, which has been led since 2003 by Sir Paul Nurse, the British-born Nobel laureate. There were crucial moments in the institution's history, Goodall says, when "it took very clever people, with deep expertise in the relevant scientific areas, to pick some of the scholars to come and work there. They were the ones who knew that sparks would fly if you put them all in the same place." ■

Matthew Reisz is a Times Higher Education writer. Reproduced with kind permission of Times Higher Education.

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Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "*Academe* citation" refers to AAUP's *Academe* volume in which a report about the institution appears. ■

AAUP List of Censured Administrations

INSTITUTION NAME	*ACADEME* CITATION	YEAR
Grove City College *PENNSYLVANIA*	March 1963(15-24)	1963
Frank Phillips College *TEXAS*	December 1968(433-38)	1969
Concordia Seminary *MISSOURI*	April 1975(49-59)	1975
Murray State University *KENTUCKY*	December 1975(322-28)	1976
State University of New York	August 1977(237-60)	1978
Phillips Community College of the University of Arkansas	May 1978(93-98)	1978
Nichols College *MASSACHUSETTS*	May 1980(207-12)	1980
Yeshiva University *NEW YORK*	August 1981(186-95)	1982
American International College *MASSACHUSETTS*	May-June 1983(42-46)	1983
Metropolitan Community Colleges *MISSOURI*	March-April 1984(23a-32a)	1984
Talladega College *ALABAMA*	May-June 1986(6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May-June 1987(33-38)	1987
Husson College *MAINE*	May-June 1987(45-50)	1987
Hillsdale College *MICHIGAN*	May-June 1988(29-33)	1988
Southeastern Baptist Theological Seminary *NORTH CAROLINA*	May-June 1989(35-45)	1989
The Catholic University of America *DISTRICT OF COLUMBIA*	September-October 1989(27-40)	1990
Dean College *MASSACHUSETTS*	May-June 1991(27-32)	1992
Baltimore City Community College *MARYLAND*	May-June 1992(37-41)	1992
Loma Linda University *CALIFORNIA*	May-June 1992(42-49)	1992
Clarkson College *NEBRASKA*	May-June 1993(46-53)	1993
North Greenville College *SOUTH CAROLINA*	May-June 1993(54-64)	1993
Savannah College of Art and Design *GEORGIA*	May-June 1993(65-70)	1993
University of Bridgeport *CONNECTICUT*	November-December 1993(37-45)	1994
Benedict College *SOUTH CAROLINA*	May-June 1994(37-46) January-February 2005(51-54)	1994 2005
Bennington College *VERMONT*	March-April 1995(91-103) January-February 1998(70-75)	1995 1998
Alaska Pacific University	May-June 1995(32-39)	1995
St. Bonaventure University *NEW YORK*	July-August 1995(65-73)	1996
National Park Community College *ARKANSAS*	May-June 1996(41-46)	1996
Saint Meinrad School of Theology *INDIANA*	July-August 1996(51-60)	1997
Minneapolis College of Art and Design *MINNESOTA*	May-June 1997(53-58)	1997
Brigham Young University *UTAH*	September-October 1997(52-71)	1998
University of the District of Columbia	May-June 1998(46-55)	1998
Lawrence Technological University *MICHIGAN*	May-June 1998(56-62)	1998
Johnson and Wales *RHODE ISLAND*	May-June 1999(46-50)	1999
Albertus Magnus College *CONNECTICUT*	January-February 2000(54-63)	2000
Charleston Southern University *SOUTH CAROLINA*	January-February 2001(63-77)	2001
University of Dubuque *IOWA*	September-October 2001(62-73)	2002
Meharry Medical College *TENNESSEE*	November-December 2004(56-78)	2005
University of the Cumberlands *KENTUCKY*	March-April 2005(99-113)	2005
Virginia State University	May-June 2005(47-62)	2005
Our Lady of Holy Cross College *LOUISIANA*	January-February 2007(60-68)	2007
Bastyr University *WASHINGTON*	March-April 2007(106-120)	2007
University of New Orleans *LOUISIANA*	May-June 2007(74-80)	2007
Loyola University New Orleans *LOUISIANA*	May-June 2007(88-100)	2007
Tulane University *LOUISIANA*	May-June 2007(101-108)	2007
Cedarville University *OHIO*	May-June 2009(58-84)	2009
Nicholls State University *LOUISIANA*	November-December 2008(60-69)	2009
North Idaho College	May-June 2009(85-92)	2009
Stillman College *ALABAMA*	March-April 2009(94-101)	2009

BOOKSHELF
COIN DES LIVRES

An Enlightening Self-Portrait of Isaiah Berlin

Isaiah Berlin Enlightening: Letters 1946–1960

Henry Hardy & Jennifer Holmes, eds. London, UK: Chatto & Windus, 2009; 880 pp; ISBN: 9-780-701178-8-95, hardcover £35.

By WILLIAM BRUNEAU

UNIVERSITY people have tried for centuries to explain to other people what they do. Until recently, one useful method was to write letters, sometimes to lay people – usually family members, sometimes to colleagues, or secular or religious rulers and leaders, or to great or wealthy people in need of "enlightenment." This volume is a case in point.

In Isaiah Berlin's selected correspondence, of which two of four projected volumes have appeared, we have the letters of a student (the opening section of *Letters 1928–1946*) and the correspondence of a lifelong academic, a man whose influential galaxy of friends and acquaintances spanned the world and the century. The editing is impeccable, the indexing and referencing almost faultless, and the production standards are high. We are left therefore to contemplate not the form (which is excellent), but rather the content of Berlin's epistolary life.

Berlin's student career coincided with the beginning of the Great Depression. From 1932, as an Oxford don and eventually a college head, he became known as a fluent speaker on the history of ideas, the conceptual limits of liberty, including his take on academic freedom, and a trusted public figure during and after the war. He had easy entry to the worlds of the Rothschilds, of the American Supreme Court, of the British diplomatic corps, and yet also of ordinary educated folk. All eagerly tuned in to his famous BBC lectures, or attended his public talks in various British and American cities, year after year.

Most letters in this second volume of letters were for family, for friends, and for acquaintances in society and in government, but a significant minority went to Oxford colleagues and dealt with university life and politics. They suggest a system of university governance that had not yet modernized. Oxford dons and their elected heads still ran the place. Professional managers and administrators had not yet taken a major role in the university as a whole, nor in the lives of its constituent colleges. All of this would begin to change in the 1960s, and it will be worth the wait to see Berlin's letters from that period in forthcoming volumes.

When Ernest Macmillan announced in 1957 that Berlin would be offered a knighthood, the prime minister is said to have exclaimed that the honour was in recognition of Berlin as a ... talker! This was by no means wide of the mark, for in Berlin's many books – about Vico, Herder, Marx, Tolstoy, the general problem of liberality and moral obligation – the tone is noticeably conversational. Berlin seemed to think his interlocutors were alive and well, living down the street, still instantly recognizable at the local bar, and important in daily life. Berlin was no ordinary talker, mind you, as his sentences could go on for 400 words, uttered at speed that defied all but the tape recorder. (There's a remarkable web site connected to the Isaiah Berlin Archives, and to this book, with texts and links to recordings of Berlin's rapid-fire lectures and public talks: http://berlin.wolf.ox.ac.uk/; there is also good material at YouTube.)

Here is Berlin in 1952 writing to Ursula Niebuhr (English-born theologian, wife of Reinhold) about the condition of philosophy at Oxford: "Philosophy at Oxford is in a wonderfully flourishing condition – I don't know how long it will continue in that state, but the young men are very keen, new and important truths are discovered every hour, rigours of old-fashioned mechanistic positivism have been banished forever by the imaginative romanticism of the followers of Wittgenstein. Philosophy and literature appear to be drawing together again in mysterious ways, altogether a tiny renaissance ..." (p. 326)

The present volume covers 1946–1960, and thus Berlin's career as a university teacher at All Souls College in Oxford, with occasional – and happy – side-trips to Harvard, Princeton, Bryn Mawr, Chicago, New York – and a term, after 1966, as founding president of Wolfson College, Oxford. Berlin retired in 1975 but was by that time president of the British Academy, remaining in office until 1978.

ISAIAH BERLIN
Enlightening
LETTERS 1946–1960
Edited by Henry Hardy and Jennifer Holmes

The earlier volume of correspondence (2004) gave us the background: birth in a well-to-do Russian-Jewish family (1909), emigration to the United Kingdom with his parents (1920), school days at St. Paul's in London, undergraduate studies at Oxford (1928–1932), university teaching, and war work. I mention the Russian-Jewish connection, because it helps to explain Berlin's involvement in the life of the state of Israel. He was invited more than once to join Chaim Weizmann in some official capacity, but always refused, although he did finally accept membership of the board of governors of the Hebrew University of Jerusalem.

His refusal to help run the new Israeli state was typical of him. Berlin knew he did not have the thick skin required of high civil servants in a new and difficult political circumstance, and in any case, his notion of liberal policy-making, and his fondness for moderation and compromise, would have made life difficult for him as, say, under-secretary of foreign affairs for Israel in 1950.

The letters in both published volumes suggest a personality that combined a sort of timidity with sharp intelligence. There are three constant "personal" themes in the letters: first, that Berlin saw himself as a dilettante, a not-quite-historian and a not-quite-philosopher; second, that he had a tremendously hard time getting down to sustained work, and would rather read (and talk) endlessly, and that he considered this a weakness; and third, that his liberal and sometimes comic understanding of the human condition might not endear him to everybody. All these things begin to account for the hesitancy, the timidity, the wish to be loved.

It is hard to know how seriously we should take Berlin's estimates of himself. After all, his life work as a historian of ideas (most of us will remember his historical-intellectual biography of Karl Marx, and his influential essays on *The Hedgehog and the Fox* of 1953), and his sustained work on theories of liberalism and pluralism, made him into a kind of icon among literary intellectuals in his own lifetime. Like many icons, his work energized people no matter where they fell on the political spectrum, and his books could be read in more ways than Berlin may have liked. But the importance of his work (in diplomacy, not just as a public intellectual or historian) wasn't and isn't in doubt.

To make the point about the sharpness of Berlin's wit, but also his sensitivity, here he is describing the way he was introduced at the August Comte Memorial Lecture of 1953 at the London School of Economics. The chair was taken on this occasion by Michael Oakeshott. Berlin imagined, quite correctly, that Oakeshott was not a friend: "He introduced me in the most ironical, hostile manner imaginable. He said, 'Here we have the Paganini of the lecture platform' – that sort of thing; went on in this style ... for something like twelve minutes ... This rather rattled me: I was nervous anyway. I had forty pages, I couldn't begin to get through them, and half way I got myself into a total tizzy, I saw Popper, Robbins, all kinds of people, Hayak – all these persons sitting there, and began reading one sentence from each page, and the whole thing ended in total disaster." (from an interview of Berlin with London-based journalist Michael Ignatieff before publication of *Isaiah Berlin: A Life* in 1998).

He was assailed, as most of us are at one time or other, by self-doubt ("I am little more than a dabbler"), by the sense that he produced too little (a ridiculous idea in Berlin's case), and by the depressing possibility that his "energetic and exhausting teaching" of undergraduates may not have lead to their total transformation. And yet, as most of us do, he went ahead.

For university teachers and researchers – bedevilled by managers and bothered by administrators who care more about output than the best interests of the academy – and badgered by ill-informed governments – Berlin's correspondence is a reminder that our problems are not new, and that the cares of the professoriate have not changed much in the past century.

In 1953, Berlin was still a fellow of All Souls College, a kind of Shangri-La for academics. A recurring problem in the life of the college was the choice of a head, decided by election by the current fellows of the college. John Sparrow became head during the period covered by this volume, and Berlin's descriptions of his endless consultations with fellows and punctilious commitment to due process make for an informative read. This was, after all, an approach to university governance with no obvious parallels in the academic world. Its advantages were numerous, not least that the college could organize itself to resist the administrative encroachments of the larger university.

But in late 1953, Berlin was tempted by an offer to take the headship of another college, Nuffield (est. 1937, but still under construction). Nuffield was a graduate college specialized in the social sciences and much in need of cash. Berlin wrote to Harvard philosophy professor Morton White that, "In a way it still tempts me, but ... it would take up too much of my time and leave me no room to write any books at all ... the centre of the interests, which is after all, semi-practical applied politco-economic – is not only too distant from but too unsympathetic to me, and that to twist them out of their proper goal, set for them by their pious founder and the people who originally created them, although intrinsically desirable, and indeed rather wished for by them, required somebody much tougher, much more energetic and much more passionate about ruling and guiding a foundation than I am ever likely to be. I regard myself as somewhat thin-skinned ..." (p. 417)

The thing is, even when he was plumping for or against Maurice Bowra or Hugh Trevor-Roper or various other worthies, all of whom wanted this or that academic preferment, Berlin never went to the dark side. Even as Bowra sought to be principal of Wadham College and Trevor-Roper tried endlessly to keep his hands on the levers of power, Berlin never – so far as we can tell from these letters – chose a course of action that would destroy a person or a reputation. Partly it was because of his belief that he might very well be destroyed in turn were he to engage in really vicious academic politics.

Berlin had a well-defined idea of what the professional "interest" was and should be. More than two-thirds of the almost 900 pages of this volume are about life as a professor, matters of workload, curriculum, the teaching-research balance, and the role of administrators in a university. The general position is that the professoriate can and should be trusted to guide the university, always provided they do so in the open, subject to the vigorous criticism – academic and public – that university teachers should expect and even enjoy.

In the next volume, Berlin will (1966) become the founding president of Wolfson College. The general tendency of *Enlightening* makes it all the more surprising that he would take on that task. ■

William Bruneau is professor emeritus at the University of British Columbia.

Students Paying More, Getting Less

THE economic downturn is driving enrolment up at Canadian universities at a time when funding for post-secondary education is being slashed and tuition fees are rising.

About 38,000 more full-time students enrolled in universities this year – an increase of 29,000 in undergraduate and 9,000 in graduate programs from last year, according to figures released by the Association of Universities and Colleges of Canada.

The association says it's the biggest increase in the post-secondary sector since 2003.

But CAUT executive director James Turk says it's no surprise more people are turning to post-secondary education while the economy is in such turmoil and employment opportunities are scarce.

"It's just disappointing the government hasn't recognized the need to boost funding to the provinces for post-secondary education to help ensure students are getting a quality education, and that they aren't just being crammed into already overcrowded lecture halls," he said.

CAUT has called on the government to increase the cash transfers for post-secondary education by $400 million in the next budget, and over the next three years to raise and maintain the transfer at 0.5 per cent of GDP.

The organization is also stressing the need to make post-secondary education more accessible by expanding the Canada Student Grant Program to provide additional assistance for students from low-income families and the provision of full financial assistance for all qualified Aboriginal students.

– PHOTO: DIGITAL VISION –

"Education is key to economic recovery," Turk says. But education has to be accessible.

"Average tuition fees for full-time undergraduate students have increased by 3.6 per cent for the second year in a row," he said.

"Students and paying more and more for tuition and while the government seems to recognize that education is a key pillar of economic growth, it's not recognizing that action is needed to make quality and accessibility a priority. Rebuilding our economy shouldn't mean shouldering students with enormous debt loads." ■

Version française à la page A11.

Student Loses Appeal Bid in BC Courts

BRITISH Columbia's highest court has dismissed the appeal of former University of B.C. graduate student Cynthia Maughan in her long running $18 million lawsuit against UBC and four faculty members.

In 2002 Maughan filed a civil action alleging she had been discriminated against on the basis of her Christian faith. The B.C. Supreme Court ruled in January 2008 that there was no evidence on which a reasonably instructed jury could find in favour of the student.

"We're delighted the B.C. Court of Appeal has dismissed Maughan's application," said CAUT executive director James Turk. "This has been a long and difficult ordeal for the faculty named by Maughan."

Legal representation throughout the process for the faculty respondents was provided by CAUT on behalf of the UBC Faculty Association.

In 2003 Maughan brought a human rights complaint against the four professors, UBC, the faculty association and CAUT.

In January 2006 the B.C. Human Rights Tribunal summarily dismissed Maughan's complaint. Two months later, she filed for a judicial review of the tribunal's dismissal, but has not yet pursued that appeal.

At press time, CAUT learned Maughan will be seeking leave to appeal to the Supreme Court of Canada. ■

Version française à la page A13.

La plan de relance fédéral fait obstacle au secteur de la recherche académique

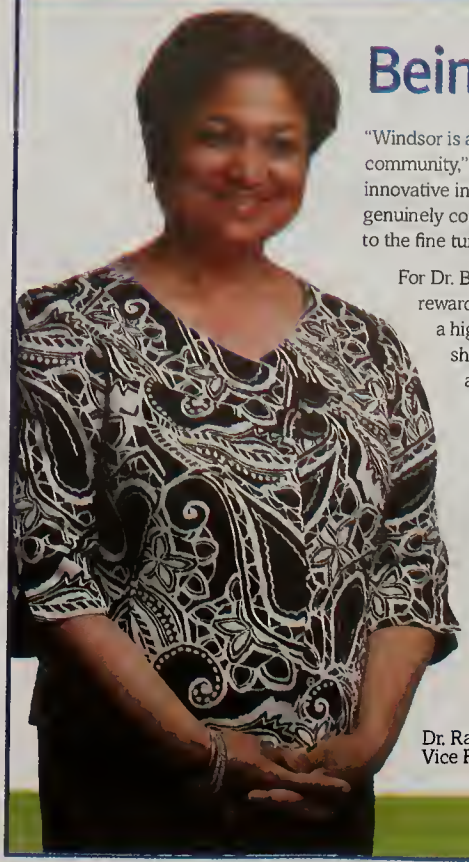
Suite de la PAGE A1

qui octroient l'essentiel des fonds de recherche aux collèges et aux universités du Canada.

Par ailleurs, M. Turk juge préoccupant que plus de 23 millions de dollars des fonds du Programme annoncés jusqu'ici aient été versés à au moins 14 établissements privés.

« Compte tenu du sous-financement chronique qui afflige nos établissements postsecondaires publics dans tout le pays, il est inacceptable que le gouvernement prenne les fonds publics pour financer les collèges et universités privés. » ■

BETTER SUPPORT FOR NEW FACULTY



Dr. Ranjana Bird,
Vice President, Research

Being recognized and valued

"Windsor is a smaller university, which presents wonderful advantages for faculty who join our academic community," says Dr. Ranjana Bird. "The intimate atmosphere creates a more fertile environment for innovative interdisciplinary research and our faculty are more collegially inclined," she adds. "They're genuinely committed to helping newcomers succeed – in everything from networking and collaboration to the fine tuning of grant applications."

For Dr. Bird, being the catalyst of that vibrant institutional research ethos is tremendously rewarding. "Our smaller size allows me to stay in touch with the entire faculty and to maintain a high-level, informed view of the institution's rapidly growing research activity. That puts me," she adds, "in an ideal position to facilitate interesting connections between researchers. It allows me to offer our new faculty streamlined access to our entire creative potential."

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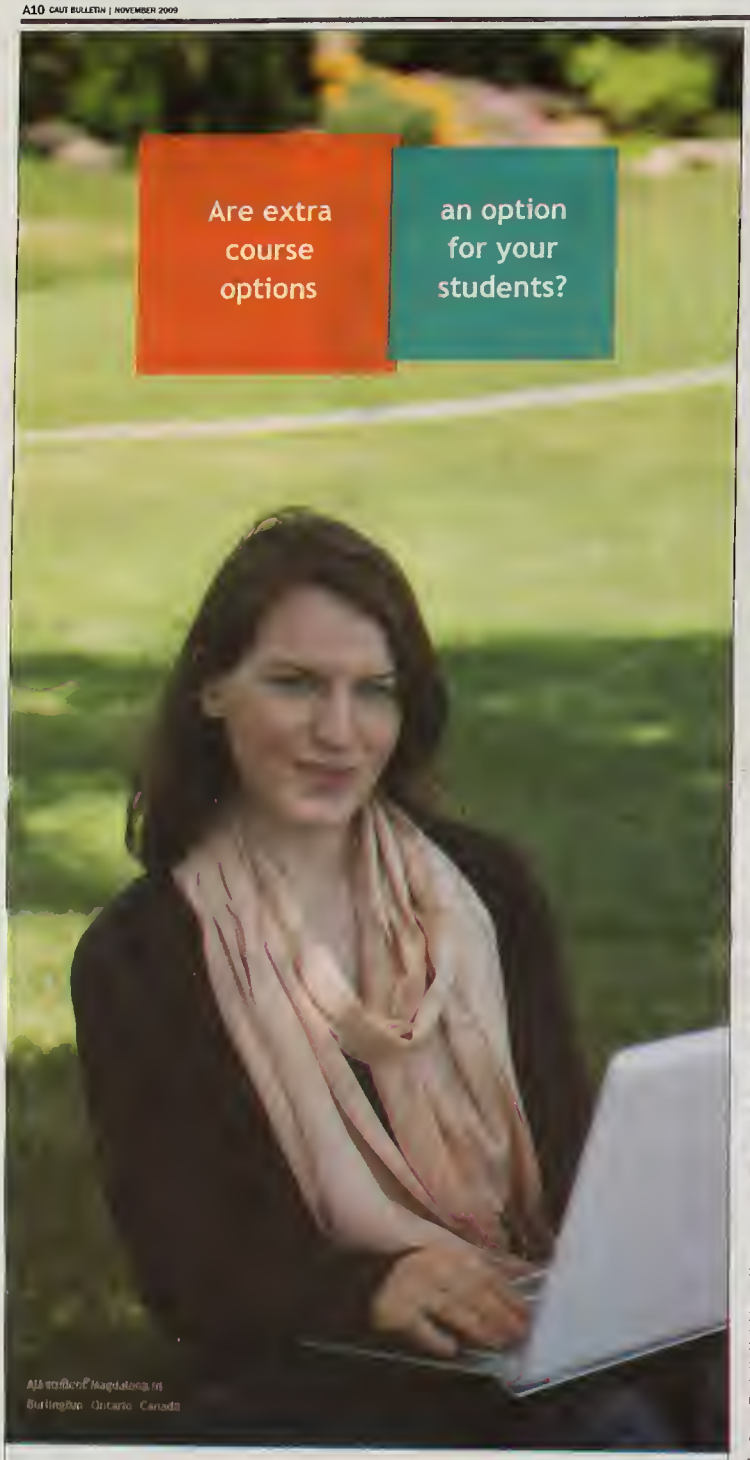

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NEWS

Mount Royal & Grant MacEwan Named as Universities

Two Alberta colleges officially became universities in September. Mount Royal College in Calgary was granted the right to use the name university by the Government of Alberta on Sept. 3 and Grant MacEwan College in Edmonton was allowed to change its name to university on Sept. 24.

Mount Royal University

Robin Fisher, Mount Royal provost and vice-president academic, said the switch to university status was a proud moment for a school with humble beginnings in 1911 as a private Methodist institution with 179 students.

But the mandate of Mount Royal changed over the years and "the reality is we became a university ahead of the name," Fisher said. "We've already implemented a range of degree programs and we've set up a new system of academic governance to oversee academic matters."

Being named Mount Royal University is a fitting recognition of the school's recent growth, Fisher said. "Each and every staff and faculty member and student should be congratulated on this success."

Mount Royal now has seven bachelor's degrees and "graduates will have more opportunity as a result of the new status," said David Hyttenrauch, president of the Mount Royal Faculty Association in a statement to CBC News.

"It's been difficult over the years for graduates of colleges, generally, to move on to graduate studies at universities," he said. "Having the university name doesn't really change the programs we offer, but it changes the national recognition and our status among other institutions."

Grant MacEwan University

Paul Byrne, president and CEO at MacEwan, which opened its doors nearly 40 years ago to 400 students, said the university name enhances the public perspective on what the institution offers.

"We're very experienced in offering a university-calibre curriculum — the name change reflects the next step in our evolution," Byrne said. "MacEwan now offers five undergraduate degrees with potential to add more in the years ahead ... we evolve and we respond but our DNA stays the same."

The new Alberta universities — Mount Royal University (top) & Grant MacEwan University

He said the decision to concentrate increasingly on undergraduate teaching while continuing to offer diploma and certificate programs did not come lightly. "It took a lot of research, consultation and soul searching to determine if this was truly a step in the right direction. The reaction to the name change from students, faculty and staff has been overwhelmingly positive."

The name change is "just formal recognition of what we've been doing for quite some time," Jerry Zdril, head of MacEwan's faculty association, told the Edmonton Journal. ■

Version française à la page A6.

Un rapport met au jour les injustices faites aux universitaires du Moyen-Orient

→ Suite de la PAGE A3

faire de la recherche ou étudier, et ils se heurtent à de nombreux obstacles lorsqu'ils souhaitent assister à des conférences et mener des travaux de recherche coopérative à l'extérieur de la région. Les étudiants de Gaza n'ont généralement pas le droit d'étudier à l'extérieur du territoire, même en Cisjordanie.

Entre autres constatations, M. Robinson attire l'attention sur des cas d'arrestation arbitraire et de détention d'étudiants et de professeurs par les forces militaires israéliennes. B observe comment le conflit Hamas-Fatah en cours entraîne également la détention et le harcèlement d'étudiants et de membres du personnel.

Les conclusions du rapport mettent en évidence de sérieuses violations des principes de l'UNESCO en Cisjordanie et à Gaza. Je vous recommande vivement de lire ce document dès qu'il sera publié et j'espère que vous soutiendrez l'action que nous menons avec nos collègues des autres pays pour corriger ces problèmes. ■

CAUT Benefits Trust Ready to Roll

THE board of trustees of CAUT's national benefits trust, an initiative put in motion at CAUT's spring Council meeting, held their first meeting last month.

"The benefits trust is an historic step forward and a significant expansion of CAUT services," said CAUT president Penni Stewart. "The trust offers control over benefit coverage and is now fully prepared to accept new members."

During the two-day session in October, trustees were briefed on their legal responsibilities and heard presentations on benefits and insurance, among others.

Nancy Langton, a professor at the University of British Columbia's Sauder School of Business who joined the trustees as chair earlier this year, said the trust will provide for a "full range of benefit plans for local associations." Plan participation members will also have input into the benefits program, have full information on plan performance and achieve cost saving through volume discounts. ■

QUESTIONS?
For more information, e-mail benefittrust@caut.ca or contact Neil Tudiver, assistant executive director, CAUT at 613-726-5182, tudiver@caut.ca.

RELATED ARTICLE
CAUT *Bulletin* June 2009
"CAUT Sets Up National Trust"

From left to right, CAUT assistant executive director Neil Tudiver with the five member CAUT Benefits Trust board of trustees — Anne Stalker of the University of Calgary, Nancy Langton of the University of British Columbia & chair of the board, Rolland Gaudet of Collège universitaire de Saint-Boniface, Elin Maher of the University of New Brunswick & Charles Draimin of Concordia University — Oct. 2 at the CAUT office in Ottawa.

Le lot des étudiants : payer plus pour obtenir moins

LES universités canadiennes enregistrent une hausse de leur population étudiante attribuable au ralentissement économique en même temps que le gouvernement sabre dans le financement de l'éducation postsecondaire et que les droits de scolarité continuent de grimper.

D'après les données publiées par l'Association des universités et collèges du Canada (AUCC), quelque 38 000 étudiants de plus se sont inscrits à temps plein dans les universités par rapport à l'an dernier, soit 29 000 au premier cycle et 9 000 aux cycles supérieurs.

Il s'agit, selon l'AUCC, de la plus importante hausse constatée dans le secteur postsecondaire depuis 2003.

Mais pour le directeur général de l'ACPPU, James Turk, il n'est pas surprenant que de plus en plus de gens décident de poursuivre des études postsecondaires alors que l'économie se trouve dans une telle tourmente et que les possibilités d'emplois se font rares.

« Il est tout à fait décevant que le gouvernement ne reconnaisse pas le besoin d'accroître les transferts aux provinces destinés à l'éducation postsecondaire afin de veiller à ce que les étudiants bénéficient d'un enseignement de qualité au lieu de subir des cours, entassés dans des amphithéâtres déjà surchargés », observe-t-il.

L'ACPPU a demandé au gouvernement d'augmenter de 400 millions de dollars dans le prochain budget le montant alloué aux transferts de fonds destinés à l'enseignement postsecondaire ainsi que d'accroître cette enveloppe et de la maintenir à 0,5 % du PIB pendant les trois prochaines années.

L'association insiste également sur la nécessité de rendre les études postsecondaires plus accessibles et d'élargir le Programme canadien de subventions aux étudiants afin d'offrir une aide accrue aux jeunes des familles à faible revenu et toute l'assistance financière nécessaire à l'ensemble des étudiants autochtones admissibles.

« L'éducation est indéniablement essentielle à la reprise économique, mais encore faut-il qu'elle soit accessible », fait valoir M. Turk.

« Les droits de scolarité des étudiants de premier cycle à temps plein ont augmenté de 3,6 % en moyenne pour une deuxième année consécutive », explique-t-il.

« Les étudiants doivent acquitter des droits de scolarité de plus en plus élevés et le gouvernement, s'il semble considérer l'éducation comme l'un des piliers de la croissance économique, ne reconnaît pas l'urgence d'intervenir et de faire de la qualité et de l'accessibilité des priorités nationales. La relance de l'économie ne doit pas passer par un alourdissement de la dette étudiante. » ■

English on page A9.

Un rapport sur l'intégrité en recherche soulève d'épineuses questions

LE Comité canadien de l'intégrité de la recherche (CCIR) a récemment rendu public son rapport tant attendu sur la surveillance de l'intégrité en recherche au Canada. Formé de 17 organismes académiques et gouvernementaux, le CCIR a été créé en 2006 à la suite des préoccupations suscitées par les pratiques de recherche douteuses et par la menace que celles-ci font peser sur la santé humaine et sur la réputation de la communauté scientifique.

Le rapport livre une analyse des politiques qui régissent l'intégrité de la recherche au Canada et examine les procédures de traitement des allégations d'inconduite. Il passe également en revue les systèmes d'intégrité de la recherche de huit pays comparateurs : l'Allemagne, l'Australie, le Danemark, les États-Unis, la France, le Japon, la Norvège et le Royaume-Uni.

Le rapport n'avait pas pour objet de formuler des recommandations précises, mais il est structuré de façon à éclairer une discussion plus approfondie sur le meilleur moyen de renforcer le système d'intégrité de la recherche du Canada, indique le directeur général de l'ACPPU, James Turk.

« Le rapport s'intéresse entre autres à la définition de ce qui devrait constituer l'inconduite en recherche, et tout particulièrement à la question de savoir si cette définition devrait être limitée à la fraude, à la falsification et au plagiat ou bien si elle devrait englober également une plus vaste gamme de pratiques de recherche discutables », souligne M. Turk, ajoutant qu'il y aurait lieu, selon lui, d'adopter une définition de vaste portée. « Le problème, en l'occurrence, n'est pas une simple absence de morale chez quelques brebis galeuses. En fait, le conflit d'intérêts s'institutionnalise à mesure que les chercheurs universitaires sont de plus en plus pressés de former des partenariats avec le secteur privé et de commercialiser leurs travaux. »

Donnant pour exemples les abus relevés dans le secteur des sciences de la santé, il soutient que la définition d'une inconduite devrait être conçue de manière à bien prendre en compte les comportements systémiques, notamment les pratiques des sociétés pharmaceutiques qui faussent ou gardent secrets les résultats d'essais cliniques et qui associent les noms de chercheurs prestigieux à des articles dont ils ne sont pas les auteurs.

En ce qui a trait aux politiques sur l'intégrité en recherche, le rapport observe que le système canadien en place ne s'étend pas au secteur privé et qu'il n'est encadré ni par des normes nationales, ni par un organisme de surveillance et ni par un mécanisme de conformité.

« Les efforts actuellement mis en oeuvre pour protéger l'intégrité en recherche et les chercheurs au Canada reposent sur des politiques, des pratiques et des mécanismes d'application ponctuels et hétéroclites », affirme M. Turk. « Les conclusions du rapport constituent une occasion d'établir des normes nationales applicables à l'ensemble des travaux de recherche au pays. » ■

OPINIONS?
L'ACPPU a envoyé une copie du rapport aux associations de personnel académique dans tout le pays et a invité celles-ci à lui faire part des réflexions de leurs membres à ce sujet. Le rapport peut être consulté aussi sur le site www.acppu.ca. Les commentaires doivent être transmis avant le 15 décembre à Paul Jones (jones@caut.ca).

English on page A13.

L'ACPPU lance sa fiducie de prestations

LE conseil d'administration de la Fiducie nationale de prestations de l'ACPPU, lancée officiellement lors de l'assemblée printanière du Conseil de l'ACPPU, a tenu sa première assemblée le mois dernier.

« La création de la fiducie de prestations est à la fois un jalon historique et une importante bonification des services offerts par l'association », s'est félicitée la présidente de l'ACPPU, Penni Stewart. « La fiducie est maintenant en mesure d'accepter de nouveaux membres et elle offre aux associations membres le plein contrôle sur leurs régimes d'avantages. »

Au cours de l'assemblée de deux jours qui s'est déroulée en octobre, les administrateurs de la fiducie ont pris part à diverses séances d'information portant, entre autres, sur les responsabilités légales qui leur incombent et sur les prestations d'avantages sociaux.

Pour Nancy Langton, présidente du conseil de la fiducie et professeure à la Sauder School of Business de l'Université de la Colombie-Britannique, la fiducie proposera « une gamme complète de régimes d'avantages sociaux aux associations locales ». Les membres adhérents pourront faire part de leurs préférences et de leurs avis sur les différents avantages, ils seront tenus pleinement informés du rendement des régimes et ils bénéficieront d'économies d'échelle grâce aux *remises sur le volume*. ■

QUESTIONS?
Pour obtenir plus de renseignements sur la Fiducie de prestations, envoyez un courriel à l'adresse benefittrust@caut.ca ou communiquez avec Neil Tudiver, directeur général adjoint, ACPPU (613-726-5182 ou tudiver@caut.ca).

SUR LE MÊME SUJET
Bulletin de l'ACPPU, juin 2009
« L'ACPPU crée une fiducie nationale de prestations »

Western: Settlement at Eleventh Hour

THE determination and solidarity of librarians and archivists at the University of Western Ontario caused the university to modify its position to avoid a strike that was to begin on Nov. 2.

With no further talks scheduled, the parties reached a tentative agreement late in the day on Oct. 30 with the help of CAUT assistant executive director Peter Simpson.

The librarians and archivists, represented by the UWO Faculty Association, had been without a contract since July 1 and were seeking job security, fair evaluations and improvements to salaries and benefits.

Contract information sessions for UWOFA-LA members were being held at press time and details about the settlement were not available.

"The negotiations have concluded and the faculty association has a proposal to bring before the LA members, but we've agreed not to release the terms of the offer until the leadership speaks with its members," Simpson said. ■

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ACTUALITÉS

Accès en ligne de la conférence de Guy Rocher

Le texte de la conférence prononcée par le professeur Guy Rocher devant la dernière assemblée du Conseil de l'ACPPU peut maintenant être consulté sur le site web de l'association.

Dans sa conférence intitulée *La vérité comme valeur et comme pratique : un perpétuel enjeu au niveau postsecondaire*, le lauréat du Prix de l'ACPPU pour services émérites de 2009 affirme qu'il incombe aux associations de personnel académique de sauvegarder la culture de la vérité.

« La vérité est la valeur fondamentale, essentielle, ontologique et épistémologique sur laquelle reposent en dernière instance ce que nous appelons le savoir, les connaissances, nos sciences, nos disciplines », fait valoir M. Rocher. « La poursuite de la vérité et des vérités sous toutes leurs formes, le respect de la vérité, c'est ce qui fait la grandeur de la mission de nos collèges et universités. Dans la société d'aujourd'hui, comme ce fut le cas dans le passé, les collèges et universités sont les représentants concrets, vivants du respect de l'intelligence et de la vérité. C'est leur responsabilité et celle aussi du personnel académique d'assumer cette fonction, de la défendre, de la préserver, de l'affirmer. »

Il ajoute cependant que « nos institutions et nos professions postsecondaires vivent au sein de rapports de pouvoir, de conflits d'intérêts, de conflits de valeurs. Les pouvoirs politiques et économiques peuvent être les sauvegardes, les protecteurs de la liberté académique, tout autant qu'ils peuvent en être les ennemis ». Et si les institutions devraient résister « à toutes les tentatives de conscription et de mainmise utilitaire du savoir par les différents pouvoirs », les administrateurs n'ont pas toujours été au-dessus de la mêlée ces derniers temps.

« Les autorités et les gestionnaires de nos institutions ne sont pas toujours les meilleurs promoteurs et défenseurs de la liberté de leur personnel académique », soutient M. Rocher, ajoutant que « c'est une des missions et même à mes yeux peut-être la principale mission, de nos associations et syndicats de protéger l'autonomie et la liberté de la recherche, de l'enseignement ainsi que le droit à nos libres engagements dans notre société ». ■

SUR INTERNET
La vérité comme valeur et comme pratique est accessible à www.acppu.ca/uploads/RocherSpeech2009_fr.pdf.

English on page A6.

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In its third conference, the Harry Crowe Foundation will focus on outcomes-based measures of productivity and quality in the academy. An impressive group of international experts has been invited to consider assessment and its discontents, and the final plenary session will involve audience members in an extended discussion of just how an optimal system of assessment in higher education might look.

More information and conference materials available at
www.crowefoundation.ca/conferences/2010/

SPEAKERS AT A GLANCE

★ **JANET ATKINSON-GROSJEAN**
Senior Research Associate, Centre for Applied Ethics, University of British Columbia & author of **Public Science, Private Interests: Culture and Commerce in Canada's Networks of Centres of Excellence** (2006)

★ **THOMAS DOCHERTY**
Professor of English & of Comparative Literature, University of Warwick & author of **The English Question, or Academic Freedoms** (2008)

★ **SHERMAN DORN**
Professor, College of Education, University of South Florida & author of **Accountability Frankenstein: Understanding and Taming the Monster** (2007)

★ **JESÚS FRANCISCO GALAZ FONTES**
Professor of Education at the Faculty of Human Sciences & at the Engineering Institute, Universidad Autónoma de Baja California & coordinator of the Mexican National Study for the Changing Academic Profession, an international research project (www.uni-kassel.de/wz1/cap/international.ghk)

★ **KATHERINE GIROUX-BOUGARO**
National Chairperson, Canadian Federation of Students & former president of the Memorial University of Newfoundland Students' Union

★ **LISA LUCAS**
Senior Lecturer in Education, Graduate School of Education, University of Bristol & author of **The Research Game in Academic Life** (2006)

★ **DEBORAH POFF**
President & Vice-Chancellor of Brandon University & editor-in-chief of the **Journal of Academic Ethics**

★ **JAMES F. PONTUSO**
Charles Patterson Professor of Government & Foreign Affairs, Hampden-Sydney College & author of **Vaclav Havel: Civic Responsibility in the Postmodern Age** (2004)

★ **SUSAN ROBERTSON**
Professor of Sociology of Education & Coordinator of the Centre for Globalization, Education, & Societies at the University of Bristol & founding editor of the **Globalisation, Societies and Education Journal**

★ **GARY RHOADES**
General Secretary of the American Association of University Professors & former president of the Association for the Study of Higher Education

★ **PETER H. SAWCHUK**
Associate Professor, Ontario Institute for Studies in Education & chair of the international advisory committee of the Researching Work and Learning conference series

★ **PAUL SHAKER**
Professor Emeritus, Faculty of Education, Simon Fraser University & executive producer & host of **Your Education Matters**, a monthly program aired on Shaw TV in British Columbia (www.youreducationmatters.ca)

★ **PENNI STEWART**
Associate Professor of Sociology, York University & president of the Canadian Association of University Teachers

★ **JAMES TURK**
Executive Director of the Canadian Association of University Teachers & editor of **Universities at Risk: How Politics, Special Interests and Corporatization Threaten Academic Integrity** (2008)

Research Integrity Report Poses Hard Questions

THE Canadian Research Integrity Committee has released its long-awaited study on research oversight in Canada. The committee, an association of 17 academic and government bodies, was formed in 2006 in response to concerns over suspect research practices and the threat they pose to human health and the reputation of the scientific community.

The CRIC report describes current Canadian policy on research integrity and examines procedures for addressing allegations of misconduct. The document also reviews similar policy in eight comparator countries: Australia, Denmark, France, Germany, Japan, Norway, the United Kingdom and the United States.

But while the report was not to make specific recommendations, it is structured to facilitate a wider discussion on how best to strengthen Canada's research integrity system, says CAUT executive director James Turk.

"Among the issues the report raises is how to define research misconduct, in particular whether it should it be limited to fraud, falsification and plagiarism or should also include a wider range of questionable research practices," said Turk, adding that he believes there should be a broad definition. "The issue isn't simply about the moral failings of a few bad apples. Conflict of interest is being institutionalized as pressure grows on academic researchers to partner with industry and commercialize their work."

Citing examples of abuses within the health sciences, Turk argues the definition of what constitutes misconduct should be tailored to capture systemic behaviour, including the practice of pharmaceutical firms misrepresenting or suppressing the results of clinical trials and attaching the names of prestigious researchers to articles they didn't write.

– PHOTO: © 2009 JUPITERIMAGES CORPORATION –

In terms of research integrity policies, the report notes that Canada's existing system does not cover the private sector, has no national standards and is absent of any oversight agency or compliance mechanism.

"Efforts to protect the integrity of research and researchers in Canada are currently based on ad hoc and inconsistent policy, practices and enforcement mechanisms," Turk says. "The committee's report presents an opportunity to introduce coherent national standards that apply to all research in the country." ■

COMMENTS?
CAUT has sent a copy of *The State of Research Integrity and Misconduct Policies in Canada* to academic staff associations across the country and is soliciting feedback among its membership. The report is also available at www.caut.ca. Responses can be mailed, e-mailed or faxed to Paul Jones (CAUT, 2705 Queensview Drive, Ottawa, Ontario K2B 8K2; jones@caut.ca; 613-820-7244) prior to Dec. 15.

Version française à la page A11.

Librarians Confront Threat to Profession

ACADEMIC librarians from Canadian universities and colleges gathered in Ottawa last month for CAUT's biennial conference for the profession. The focus of discussion was advancing the status of their profession and protecting the academic and intellectual freedom rights critical to their work.

The conference heard from CAUT president Penni Stewart, who called the event timing "auspicious," noting that academic librarians are under attack across the country.

"While advances in digital technology are revolutionizing the sharing and storage of information, these advances are being used to deskill and deprofessionalize the work of academic librarians," she said.

Francesca Holyoke, chair of CAUT's Librarians Committee, said the attack is driven partly by a mistaken belief that "a Google search is the equivalent of a fully-staffed and resourced library, and it's abetted by our head librarians' willingness to acquiesce to whatever cost-cutting schemes their administrations cook up."

But the failure to protect the crucial mission of libraries extends beyond the administrative leadership within the academic community. Traditional representative organizations such as the Canadian Library Association and the Canadian Association of Research Libraries have been silent in response to the onslaught on the profession they represent, the conference heard.

The two keynote speakers, Toni Samek from the University of Alberta and CAUT executive director James Turk, provided a comprehensive overview of the critical role libraries and librarians play in society, the political and economic factors driving the anti-librarian agenda and examples of resistance that can protect librarianship.

Laurentian University librarian Sylvie Lafortune, Fanshawe College librarian Suzanne O'Neill and Meg Ryan, who is the coordinator of public services at Mount Saint Vincent University Library, stressed the principle of maximum worker autonomy in the context of expanding librarian responsibilities for information technology, teaching and research.

The conference agenda also had sessions devoted to bargaining skills and strategies, including a simulated negotiation exercise led by CAUT assistant executive director Neil Tudiver, and an analysis of salary data demonstrating that the dramatic variation in librarian pay between institutions was due in significant part to the emphasis academic staff associations choose to place on salary parity for librarians.

Another workshop, led by CAUT assistant executive director Peter Simpson, covered collective agreement clause drafting in tandem with an exercise on academic freedom language. ■

NEXT DATE
CAUT will host the next librarians conference October 2011 in Ottawa.

UBC : l'appel d'une étudiante est rejeté

LE plus haut tribunal de la Colombie-Britannique a mis fin à une longue bataille juridique en rejetant l'appel de Cynthia Maughan, ancienne étudiante diplômée de l'Université de la Colombie-Britannique (UBC), qui avait intenté une poursuite de 18 millions de dollars contre l'établissement et quatre membres de son corps professoral.

Mme Maughan a engagé une action civile en 2002 parce qu'elle se disait victime de discrimination fondée sur sa foi chrétienne. Mais la Cour suprême de la Colombie-Britannique a conclu en 2008 qu'aucun élément de preuve ne permettait à un jury raisonnablement instruit de trancher en faveur de l'étudiante.

« Nous nous réjouissons que la Cour suprême provinciale ait rejeté l'appel de Mme Maughan », a déclaré le directeur général de l'ACPPU, James Turk. « Cette longue épreuve a été difficile pour les professeurs cités par la plaignante. »

Pendant toute la durée de cette affaire, l'ACPPU a fourni des services de représentation juridique aux quatre intimés au nom de l'association du personnel académique de l'UBC.

En 2003, Mme Maughan a déposé une plainte pour violation des droits de la personne contre les quatre professeurs, l'université, l'association du personnel académique de l'UBC et l'ACPPU.

En janvier 2006, le Tribunal des droits de la personne de la Colombie-Britannique a rejeté sommairement la plainte de Mme Maughan. Deux mois plus tard, cette dernière a présenté une demande d'examen judiciaire du rejet du tribunal, mais elle n'a pas poursuivi ce recours jusqu'à présent.

Au moment de mettre sous presse, l'ACPPU a appris que Mme Maughan demandera l'autorisation d'interjeter appel du jugement devant la Cour suprême du Canada ■

English on page A9.

Toni Samek from the University of Alberta delivers the keynote address at CAUT's librarians conference in Ottawa Oct. 23.

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CAREERS
CARRIÈRES

SECTION B

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A

■ **ANTHROPOLOGY — University of Victoria.** The Department of Anthropology at the University of Victoria invites applications for a tenure-track appointment in the area of sociocultural anthropology. The appointment, effective July 1, 2010, will be made at the rank of assistant professor. Candidates must have a PhD in hand. We seek a colleague who is: interested in joining a department that values co-operation between anthropological sub-disciplines, has demonstrated excellence in UG teaching and excellent potential for graduate teaching and mentoring; has demonstrated evidence of strong scholarship in the form of publications, an active or well formulated plan for a continuing research program; and a demonstrated ability or strong potential to attract external research funding. The ability to teach a multi sub-disciplinary introduction to anthropology is desirable, as is the potential for involving students in research, particularly as we launch our new PhD program. We seek an individual whose primary research and teaching interests will contribute strength toward our "Indigenous Peoples" program theme (http://anthropology.uvic.ca/) and whose research engages in applied, community-based research with contemporary First Nations groups on the Northwest Coast, preferentially in British Columbia. Applications from candidates whose research and teaching also link to any of our other program themes (inequality, Culture, Health; Visual Anthropology and Technology; Evolution and Ecology; http://anthropology.uvic.ca/research/integrative_themes.php) are particularly welcome, as are applications from candidates who will strengthen the skills-based component of our curriculum. The four course (1.5 unit each) annual teaching commitment comes with the expectation that the successful candidate will be actively engaged in research and graduate student mentoring. Applications must include a cover letter describing the applicant's qualifications, a current curriculum vitae, the names and complete contact information of three references, copies of selected relevant publications and evidence of excellence in teaching. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Applications should be sent to: Dr. Ann Stahl, Chair, Department of Anthropology, University of Victoria, PO Box 3050, Victoria, BC, V8W 3P5, Telephone: (250) 721-7057, Email: anthone@uvic.ca, Main Office: Telephone: (250) 721-7046, Email: anthmain@uvic.ca by the close of business (4:30 PST) on December 4, 2009.

■ **ANTHROPOLOGY — University of Victoria.** The Department of Anthropology, University of Victoria invites applications for a full-time Senior Instructor. The 3 year initial appointment, effective July 1, 2010, comes with an expectation of reappointment for Senior Instructors who meet performance standards. We seek a colleague who is interested in joining a department that values co-operation between anthropological sub-disciplines and has demonstrated excellence in UG teaching and mentoring. Candidates must have a PhD in hand prior to the start date of the appointment. The successful applicant will 1) offer upper division courses that link to one or more of our department's four integrative themes (Inequality, Culture, Health; Indigenous Peoples; Evolution & Ecology; Visual Anthropology & Technology; http://anthropology.uvic.ca/research/integrative_themes.php), 2) offer courses that emphasize skills as well as content; and 3) possess ability and enthusiasm for teaching a multi sub-disciplinary introduction to anthropology. The position comes with an 8 course obligation (1.5 units each) spread across the academic cycle (Fall, Winter and Summer Terms) in a distribution to be negotiated annually. Applications must include a cover letter describing the applicant's qualifications, a current curriculum vitae, the names and complete contact information of three references, and evidence of preparedness for and excellence in teaching. Candidates are welcome to submit copies of selected relevant publications as well. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Applications should be sent to: Dr. Ann Stahl, Chair, Department of Anthropology, University of Victoria, PO Box 3050, Victoria, BC, V8W 3P5, Telephone: (250) 721-7057; Email: anthone@uvic.ca; Main Office: Telephone: (250) 721-7046, Email: anthmain@uvic.ca, before the close of business (PST 4:30 p.m) on Friday January 8, 2010.

■ **APPLIED MATHEMATICS — McGill University.** The Department of Mathematics and Statistics at McGill University invites applications for a tenure-track position in applied mathematics. While appointments are expected to be made at the Assistant Professor level, more senior applicants would be considered. The appointment is expected to be in numerical analysis within the broad area of differential equations and scientific computing. Applicants should have expertise in both analytical and computational aspects, and an active interest in problems driven by applications. Candidates must have a doctoral degree at the date of appointment and a strong background in mathematics. They are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the Department's educational programs at the graduate and undergraduate levels. Applications should be made through MathJobs.Org (Position ID: McGill-APNUM) and must include a curriculum vitae, a list of publications, a research outline, a teaching statement which includes an account of teaching experience, and at least four references (with one addressing the teaching record). Candidates are also encouraged to provide web links for up to three selected reprints or preprints, or to upload them to MathJobs.Org. Candidates must ensure that letters of reference are submitted (preferably through mathjobs.org, though in exceptional circumstances they may be mailed to Professor A.R. Humphries, Applied Mathematics Search Committee, Dept. of Mathematics and Statistics, McGill University, 805 Sherbrooke St W, Montreal, QC H3A 2K6, Canada. To ensure full consideration, complete applications including letters of reference should be received by 8th January 2010, but later applications may be considered. McGill University is committed to equity in employment and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **ARCHITECTURAL DESIGN — University of Waterloo.** The University of Waterloo, School of Architecture, invites applications for two tenure track faculty positions in architectural design commencing May 1, or September 1, 2010. The School offers a CACB accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The undergraduate portion of the programme also requires twenty months of cooperative work term experience for completion. At Waterloo architecture is pursued as a form of creative cultural inquiry. Cultural literacy, environmental stewardship and technological innovation are central to a programme that addresses local, national and international issues through research and experimentation. The School relocated five years ago from a suburban campus in Waterloo to new facilities in downtown Cambridge, Ontario. The building, a former silk mill on the west bank of the Grand River, provides open, luminous spaces and, in addition to studios, classrooms, labs, workshops and offices, we benefit from the presence of a professional art gallery, the Musagetes Architecture Library and Rare Book Room, a film theatre, media centre, print making studio, cafe and fitness facility. The School has run an international studio in Rome for 30 years. Virtually every fourth year student participates in this award-winning programme. We also maintain close connections with architectural and design offices around the world that employ coop students, and with professional organizations and individuals in related disciplines. The community of 430 students, drawn from across Canada and around the world, 15 support staff, 19 full and 25 part time faculty works in a spirit of fellowship and collaboration. The building and the School are inte-

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D[illegible] 2009 octobre	September 02 septembre 2009	September 24 septembre 2009
November 2009 novembre	October 07 octobre 2009	October 29 octobre 2009
December 2009 décembre	November 04 novembre 2009	November 26 novembre 2009
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As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5900, ou de visiter www.aaup.org.

CAREERS CARRIÈRES

grated in the life and fabric of the local community. Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School. The successful applicants will teach in Design Studios at the Graduate and Undergraduate levels, teach core or elective courses in one or more of the other three theme areas (Cultural History, Environment or Technology) and supervise graduate student research. This versatility is essential since the school teaches a full design studio starting in first year, through to the Masters programme. A record of innovative design teaching at the university level is essential. We seek candidates with a expertise in sustainable design, urban design, digital technology. All design faculty members must have a record of significant achievement in university teaching and scholarship or creative design activity. Applicants must possess a professional degree in Architecture and an advanced degree or equivalent experience. The Search Committee will continue to consider applications until the position has been filled. Please submit a letter of application, a full curriculum vitae and names and contact information of three referees to Professor Eric Haldenby, Director, preferably by e-mail: erhalden@uwaterloo.ca, or by post at: Professor Eric Haldenby, Director, University of Waterloo, School of Architecture, 7 Melville Steet South, Cambridge, Ontario, Canada N1S 2H4; All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, Native Peoples, and persons with disabilities.

■ **ARCHITECTURAL DESIGN & COMPUTING — University of Waterloo.** The University of Waterloo School of Architectura invites applications for a tenure track faculty position in the field of Digital Design at Assistant, Associate or Full Professor levels. The position will commence on May 1, or September 1, 2010. Waterloo is a comprehensive university, widely recognized as a centra of research.In high technology and innovative teaching. The School of Architecture offers a CACB accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The programme addresses local, national and international issues through research and experimentation. Cultural literacy, environmental stewardship, technological innovation and a professional trajectory are central to the curriculum and culture of the School. The community of 430 students, drawn from across Canada and around the world , 15 support staff, 19 full and 25 part-time faculty works in a spirit of fellowship and collaboration. The School of Architecture is part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. In 2004 the School relocated from a suburban campus in Waterloo to new riverfront facilities in downtown Cambridge, Ontano and is fully integrated in the local community. The School has had a second location in Rome for 30 years. Virtually every fourth year student participates in the award-winning Rome programme. The undergraduate curriculum also includes twenty months of cooperative work term experience. Approximately 50% of all student placements are outside Canada. We maintain close connections with architectural and design offices around the world that employ coop students, and with professional organizations and individuals in related disciplines. The successful applicant will have an advanced education in a field linking design and computing, teaching experience in an architecture or design schoo, a record of creative design end onginal research including grants and publications, and professional experience. While a doctorate is preferred, Master's level academic qualifications will be considered where accompanied by significant professional and design achievement and publication. A high degree of versatility and a background in interdisciplinary activity are important qualifications. The successful candidate will teach practice end theory at undergraduate and graduate levels fn core and elective streams, integrating technology, design, and culture. He or she will have a key role in directing digital design research, and development of technical facilities at the School. The role will include ongoing development of the graduate and undergraduate curriculum, expansion of the school's technology resources and facilities, and developing research and funding initiatves in collaboration with external professional, academic and industrial organizations. The School of Architecture at Waterloo strongly promotes explorations fn design technology, visualization, new materials and experimental media. The school has a substantial record of innovation and discourse in the fields of computational modeling, visualization, interactive systems and digital fabrication, and offers a track record of successful funding for digital design infrastructure. This work builds upon collaborations with local and regional partners including the recently established 'Corridor for Advancing Canadian Digital Media' which will be Canada's largest concentration of digital media R&D and commercialization expertise. Partners within the university include Computer Science, Psychology, Drama, the Faculty of Environment and the Faculty of Engineering. The School Is currently renewing and expanding its technical facilities, operating an architectural press, organizing a national network focused on design research and expanding the collaboration with industrial partners from very strong local high-technology and new media sectors. The Search Committee will continue to consider applications until the position has been filled. Submit a letter of application outlining the basis for your interest in the position, an abbreviated portfolio including samples of relevant work, a full curriculum vitae, and names and contact information of three potential referees. Selected candidates will be invited to provide additional details for review. Potential applicants are encouraged to visit the school and to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School. Address applications to Professor Eric Haldenby, Director by e-mail or post: Professor Eric Haldenby, Director, University of Waterloo, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada, N1S 2H4; email: erhalden@uwaterloo.ca. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, Native Peoples, and persons with disabilities.

■ **ARCHITECTURE, LANDSCAPE & DESIGN — University of Toronto.** The John H. Daniels Faculty of Architecture, Landscape, and Design, University of Toronto, invites applications for two tenure-stream appointments with expertise in (1) applied theories of urbanism, landscape, and/or architecture and (2) histories and practices of architecture, landscape, and/or urbanism. These appointments are to be made at the rank of Assistant Professor or Associate Professor, effective July 1, 2010. Set at once within one of North America's most cosmopolitan cities, and a prominent research university, the Daniels Faculty uniquely combines the disciplines of architecture, landscape architecture, and urban design in undergraduate, professional, and postprofessional programs. Daniels is invested in finding the intersections between nature, technology, architecture, and various geographies in a way that instantiates design to meet its contemporary challenges. An emphasis on the connections between all of the design disciplines at work fn the remaking of the built environment is apparent in the scholarly research and built work of many of its faculty. Daniels is particularly committed to exploring new modes of practice by drawing on the community of minds at the University of Toronto, thereby becoming a focal point for research and speculation on better ways to design and inhabit the built environment. Daniels enjoys significant ties with a number of adjacent disciplines within the university (engineering, geography end planning, art, literary studies, information, health) via both cross-disciplinary teaching appointments and various forms of research. Following a decade-long transformation of its faculty and professional programs, and a recent major gift, plans are in place to both expand the school's physical plant and to raise the ceiling of its curricular offerings to the doctoral end PhD levels. (1) Applied Theories of Urbanism, Landscape, and/or Architecture: The Daniels Faculty would be an especially engaging environment for someone whose research explores the specificitres of contemporary practice from a perspectve that is both historically informed and theoretically acute. Candidates would be expected to bring a substantial research program and to demonstrate not only an ability to fuse their agenda with the interests and commitments of the faculty, but to build new research capacities and relationships. The search will focus on individuals with a demonstrable background in design and/or the built environment, including but not exclusive to erchitecture and landscape architecture, who possess a PhD (or one that fs substantially complete) or doctoral credentials. Salary and rank will be commensurate with qualifications and experience. (2) Histories and Practices of Architecture, Landscape, and/or Urbanism: The Daniels Faculty would be an especially engaging environment for someone whose research explores the historical underpinnings of design theory and practice. Candidates would be expected to bring a substantial research program and to demonstrate not only an ability to fuse their agenda with the interests and commitments of the faculty, but to build new research capacities and relationships. The search wil focus on individuals with training in the histories and theories of architecture, landscape architecture, and/or urbanism. Candidates are required to possess a PhD (or one that is substantially complete) and to give evidance of an active engagement in teaching and scholarship. Salary and rank will be commensurate with qualifications and experience. We encourage you to submit your application online at http://www.jobs.utoronto.ca/faculty.htm providing the following: 1. curriculum vitae; 2. statement of research objectives; 3. representative examples of publications, research, or design work; 4. list of three potential references, including contact information; If you are unable to apply online, please send your submission to Richard M. Sommer, Dean, John H. Daniels Faculty of Architecture, Landscape, and Design, University of Toronto, 230 College Street, Toronto, Ontario, M5T 1R2, CANADA. Enquiries should be directed to: Dean Sommer (dean@daniels.utoronto.ca, T: 416 978 3089, F: 416 971 2432). SUBMISSION DEADLINE: November 30, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ASTROPHYSICS — University of Alberta.** The Department of Physics, University of Alberta (www.phys.ualberta.ca) invites applications for a tenure-track faculty position in observational astrophysics. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will contribute to the growth of observational astrophysics as an area of strength in the Department of Physics. Applicants must have a PhD and demonstrate outstanding research potential and a commitment to teaching. The successful candidate will be expected to build a strong research program, supervise graduate students and teach physics at the undergraduate and graduate levels. The Department of Physics has approximately 45 faculty and 120 graduate students, with research interests in astrophysics, particle physics, condensed matter physics and geophysics. The astrophysics faculty consists of 12 members with research programs in relativistic astrophysics, x-ray astronomy, theoretical stellar astrophysics, gravity, cosmology, plasma physics, and space physics. Departmental facilities include excellent technical staff (computing, electronics, machine shop) and high performance computational infrastructure (see www.westgrid.ca). Initiatives by the Government of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See, for example, www.albertainnovates.ca, www.gov.ab.ca/srd, www.icore.ca, and www.innovation.ca for further information. Interested applicants should submit a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent on or before December 1, 2009 Consideration of applications will begin by that date and continue until the position is filled. The start dato for this position is July 1, 2010. Applicants and references letters should be sent (by regular mail or electronfcally) to the address below. Astrophysics Search and Selection Committee, Dr. Frank Marsiglio, Acting Chair, Department of Physics, CEB 238, University of Alberta, Edmonton, AB, T6G 2G7; Email: dept@phys.ualberta.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity fn employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

B

■ **BIOLOGIE — University of Alberta.** Le Campus Saint-Jean de l'Université de l'Alberta sollicite des candidatures pour un poste professoral de(s) adjoint(e) rénant à la permanence dans le domaine de la physiologie humaine, la biologie cellulaire ou la génétique. Les candidat(e)s doivent posséder un diplôme de doctorat, de l'expérience dans l'enseignement au niveau du 1er cycle et un dossier solide de recherche et de publications. Une expérience postdoctorale serait un atout. La personne retenue devra établir et maintenir un programme de recherche indépendant. Elle ou il doivent également posséder une excellente maîtrise de la langue française et posséder suffisamment d'anglais pour comprendre les ententes, les politiques et les procédures de l'Université de l'Alberta. Les personnes qualifiées doivent soumettre une lettre de présentation, un curriculum vitae, des exemples de publications, et les noms de trois répondants à: Marc Arnal, Ph.D., Doyen, Campus Saint-Jean, Université de l'Alberta, 8406, rue Marie-Anne Gaboury (91 Street), Edmonton, AB, T6C 4G9; Courriel: marc.arnal@ualberta.ca; Télécopieur: 780-465-8760 Le concours se termine le 30 novembre 2009. La date d'entrée en fonction est le 1er juillet 2010. L'Université de l'Alberta encourage les candidatures de toute personne qualifiée; cependant, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université de l'Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matière d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones

■ **BIOLOGY — The University of Toronto Mississauga.** The University of Toronto Mississauga (UTM), Department of Biology, invites applications for a tenure track faculty position at the level of Assistant Professor effective July 1, 2010. We are searching for a Theoretical Biologst who is asking cutting edge questions in evolutionary biology. Closing date for submissons is January 8, 2010. For a full description and to apply on line visit http://www.jobs.utoronto.ca/faculty.htm, Job #0900795.

C

■ **CHEMICAL ENGINEERING — Dalhousie University.** The Department of Process Engineering and Applied Science, Dalhousie University, invites applications for a three-year, limited term appointment at the rank of Lecturer or Assistant Professor, commencing January 1, 2010. The primary responsibility of this position is to teach core undergraduate Chemical Engineering courses, including, but not limted to, Computer-aided Process Design, Unit Operations Laboratory, and Separation Processes. Applicants must have e Master's or a PhD degree in Chemical Engineerng or a related discipline and an excellent teaching record and/or potential. The successful candidate will be a registered professional engineer or be eligible and committed to registration with Engineers Nova Scotia. Applicants should submit a cover letter, cumculum vitae, and a statement of teaching interests to: Chair, Search Committee, Department of Process Engineering and Applied Science, Dalhousie University, PO Box 1000, Halifax, NS, Canada, B3J 2X4, or e-mail to: pak.yuet@dal.ca. Three letters of reference should be sent directly by references to the same address. Review of applications will begin on October 28, 2009 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given poority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (LECTURER) — University of Waterloo.** The Department of Civil and Environmental Engineering invites applications for a three-year definite term position at the rank of Lecturer. Applicants must have a proven ability for outstanding teaching in engineering. It is anticipated that the appointment will begin January 1, 2010. The successful applicant is expected to have excellent communication skills and be able to teach first and second year core undergraduate courses in a wide range of subjects in Civil and Environmental Engineering including courses such as statics, solid mechanics, digital computation, fluid mechanics, and calculus. The primary duties of the successful applicant will be teaching and management of the first and second year students fn the Department of Civil and Environmental Engineering. Participation in research will be considered depending on the applicant. Following University of Waterloo policy, at the conclusion of the three-year definite term, a continuing appointment as a Lecturer will be considered. This appointment is subject to the availability of funds. Applicants must be eligible for Professional Engineering registration in the Province of Ontario. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however

St. Thomas University
LEADERS IN LIBERAL ARTS

Vice-President Academic

St Thomas University invites applications for the position of Vice-President Academic to join one of Canada's leading liberal arts universities.

Celebrating its centenary in 2010, St Thomas University is an undergraduate, liberal arts institution whose roots are in the faith and tradition of the Roman Catholic Church. With an enrolment of 2,400, its students graduate with Bachelor of Arts, Applied Arts, Education and Social Work degrees The faculty members are distinguished teachers, researchers and scholars, and the university holds three Canada Research Chairs

The Vice-President Academic will share in university leadership as well as institutional policy formation, planning and administration and make a vital contnbution to the achievement of ambitious institutional goals.

The university seeks an individual with demonstrated leadership skills who will serve as an advocate for its mission and create an innovative vision for academic programme development and implementation. The successful candidate will possess an earned doctorate degree, preferably in a discipline or related academic field of study offered at St Thomas, and preferably be eligible lor the rank of lull professor, having achieved distinction in teaching, research and scholarship Successful senior academic administrative leadership and a strong commitment to a collegial model of govemance are important qualifications for this five-year appointment which commences July 1, 2010

An equal opportunity employer, St Thomas is committed to employment equity lor women, Aboriginal peoples, members of visible minonty groups, and persons with disabilitres. The university welcomes applications from all faiths and backgrounds All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority

For more information, please visit the human resources section of www stu.ca.

Interested candidates should send a cover letter and a curriculum vitae in confidence by November 30, 2009 to mjones@stu ca, or by mail

Chair, Search Committee for Vice-President Academic
Office of the President
St. Thomas University
51 Dineen Dave
Fredericton, N.B E3B 5G3

St. Thomas University
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RYERSON UNIVERSITY
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JOIN CANADA'S FASTEST GROWING
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Ryerson University, located in the heart of downtown Toronto, is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in research, teaching and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada

Ryerson is the fastest growing research university in Ontario – with a 32.8% increase in research funding year over year.

For full details on faculty positions and current research in the Department, check out www.ryerson.ca/psychology

These positions fall under the Ryerson Faculty Association (www.ryerson.ca/~rfa) jurisdiction. For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit www.ryerson.ca/hr/working/docs/rfa_collective_agreement_09.pdf and www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ryerson.ca/psychology

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CAREERS CARRIÈRES

er Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to Professor Neil R. Thomson, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

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UFV has Sessional Faculty openings in the Winter 2010 Semester in the following disciplines:

- PSYCHOLOGY
- BUSINESS ADMINISTRATION
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- GEOGRAPHY
- ENGLISH AS A SECOND LANGUAGE
- HEALTH SCIENCES
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The University of the Fraser Valley is the school of choice for 11,000 students annually pursuing more than 80 degree, diploma and certificate programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly, supportive environment open to collaboration and innovation.

Full details at www.ufv.ca/careers

■ **CIVIL & ENVIRONMENTAL ENGINEERING (WATER/WASTEWATER TREATMENT) — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Water/Wastewater Treatment Processes and/or Environmental Chemistry at the rank of Assistant or Associate Professor. Candidates are sought with a strong background either in treatment processes or environmental chemistry and with expertise relevant to engineered or natural aquatic systems. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which presently includes faculty with interest in water/wastewater treatment, water quality, hydraulics, hydrology, and hydrogeology. Applicants with a PhD in Civil, Environmental or Chemical Engineering, Applied Chemistry, or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate and graduate courses in a wide range of Environmental Engineering subjects. These include environmental chemistry, and physicochemical and/or biological processes for water and wastewater treatment. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to Professor Wayne Parker, Chair of the Search Committee, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ **COMPUTING SCIENCE — University of Alberta.** The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a tenure track position at the level of Assistant or Associate Professor. The research focus of this individual will be in software engineering, with a strong preference for someone with an interest in service-oriented computing. Candidates are required to have a PhD in Computer Science or a related discipline. Areas of interest include (but are not limited to) component-based software engineering (CBSE), service oriented architecture, complex and heterogeneous distributed systems, web services, model-driven engineering, and middleware. The candidate is expected to establish their own research program, supervise graduate students, and teach at both the graduate and undergraduate level. The Department values curiosity-driven research very highly. The Department is known for its collegial atmosphere, dynamic and well-funded research environment, and superb research and teaching infrastructure. Faculty members are internationally recognized in many areas of computing science and enjoy collaborative research partnerships with local, national, and international institutions and companies. The University of Alberta, located in the province's capital of Edmonton, is one of Canada's largest and finest teaching and research institutions. We have a strong commitment to research excellence, undergraduate teaching and community involvement. As a population center of over one million people, Edmonton offers a high-quality, affordable lifestyle that includes a wide range of cultural events and activities in a natural setting close to the Canadian Rockies. Alberta's innovative funding initiatives for supporting and sustaining leading edge IT research have attracted world-class researchers and outstanding graduate students to our Department and to the campus. Further information about the Department and University can be found online at www.cs.ualberta.ca. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests, reprints of their three most significant publications, and the names of references (with contact information). This competition will remain open until a suitable candidate is appointed. Iris Everitt, Executive Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8; Fax: (780) 492-6393; Email: everitt@cs.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta bites on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

E

■ **ECONOMICS — University of Victoria.** The Department of Economics at the University of Victoria invites applications at the Senior Assistant Professor or Junior Associate Professor level, starting July 1st, 2010. The Department is seeking applicants whose work can further the research goals of the University as described under Research Themes at www.uvic.ca/research/. These research themes overlap with Health, Development, and International Economics, among other areas of economic research. The Department has a priority interest in area of Health Economics. A research affiliation with the Center for Addictions Research of BC (www.carbc.ca) is possible. Applicants should have demonstrated excellence in research and must have the potential to make a significant contribution to the Department's research capacity including publishing in the top economics journals. The Department has active MA and PhD programs and candidates are expected to be able to provide graduate level instruction in a core area, as well as supervision and teaching in their area of specialization. Candidates should also have demonstrated excellence in teaching at the undergraduate level. Information about the Department is available on its Webpage at web.uvic.ca/econ. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Please mail applications, including curriculum vitae, the names of three referees and a current research paper, to: Search Committee Chair, Department of Economics, University of Victoria, PO Box 1700 STN CSC, Victoria, BC, V8W 2Y2, CANADA. Applicants are requested to arrange for at least three letters of reference to be mailed directly by the referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is December 1, 2009.

■ **ECONOMICS — University of Waterloo.** The Department of Economics at the University of Waterloo seeks to fill tenure-track or tenured positions. The number of positions to be filled is subject to budgetary approval. At least two of these positions will be at the professor or associate professor level. Candidates for professor or associate professor must possess a record of publication in major journals and excellence in research supervision. The Department will consider all candidates, particularly those whose fields include theory, econometrics or international trade/finance. All candidates must demonstrate excellence or the potential for excellence as teachers. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Send your application, including three references and a research paper, by regular mail, to: Dr. John Burbidge, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. The Department will begin the hiring process 1 November 2009, and will continue that process until the positions are filled.

■ **ECONOMICS — McGill University.** The Department of Economics at McGill University invites applications for two positions, fields and rank open, though with particular interest in public economics, macroeconomics and industrial organization. Senior candidates must have a strong and continuing publication record and demonstrated effectiveness in teaching. Junior candidates must show clear potential for both. The search begins immediately and applications will be considered until the position is filled. Candidates should submit a c.v. and three references to Professor William Watson, Department of Economics, McGill University, 855 Sherbrooke Street West, Montréal, Québec, Canada, H3A 2T7. All qualified candidates are encouraged to apply, in accordance with Canadian immigration regulations. Canadians and permanent residents of Canada will be given priority. McGill University is committed to diversity and equity in employment. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. A working knowledge of French is an asset but is not required. English is the language of instruction at McGill.

■ **EDUCATION — University of Victoria.** The Department of Curriculum & Instruction, University of Victoria, invites applications for a tenure-track position at the Assistant Professor level in the area of Science Education. Responsibilities will include: 1. Undergraduate teaching of elementary and middle school science education; 2. Graduate teaching in science education, science learning, and teacher development; 3. Graduate student supervision; 4. Maintaining an active agenda of research; 5. Actively contributing to university, professional, and community service. Qualifications & Experience: The potential candidate should have a completed or nearly completed PhD or EdD in science education, a record of successful teaching experience at the elementary or middle school level, and demonstrated capacity for scholarship in science education. Experience and expertise working collaboratively with schools or community groups to support the development of innovative science teaching practices would be considered an asset. Highly desirable qualifications include background in: environmental education, indigenous perspectives, and information technology applications in the classroom. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In consideration of the Faculty's Equity Policy and the mandate to recruit and retain a diverse group of faculty and staff, we invite applicants from these groups to voluntarily self-identify in their applications. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given first consideration. Effective date of appointment will be July 1, 2010. Applications should include a curriculum vitae and only the names of three referees; no letters of reference need to be included at this time. Deadline for receipt of applications is January 31, 2010 to: Dr. Robert J. Anthony, Chair, Department of Curriculum & Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC, V8W 3N4; Fax: 250-472-4616; e-mail: cichair@uvic.ca; http://www.educ.uvic.ca.

■ **EDUCATION (LEARNING & DEVELOPMENT) — University of Victoria.** The Department of Educational Psychology and Leadership Studies (EPLS), University of Victoria invites applications for a tenure-track Assistant Professor position in the area of Educational Psychology to begin July 1, 2010, or as negotiated. The position is for an individual with background and specialization in two or more of the following areas: the psychology of classroom learning, achievement motivation, cognition and instruction, lifespan development, or atypical development. Minimum Requirements: A. Doctoral degree in educational psychology or related field; B. Professional experience within a school setting is an asset. Preferred Qualifications: 1. Successful record of teaching at the undergraduate level or graduate level in any of the following areas is an asset: a) Child and adolescent development; b) Psychology of learning applied to instructional contexts; c) Introduction to educational psychology, d) Atypical Development in children and adolescents; e) Theories of motivation and school learning; f) Cognition and instruction; 2. Successful research background. The individual would be expected to: a) Develop an active research program; b) Teach graduate and undergraduate courses; c) Supervise graduate student research. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Applications should include curriculum vitae and the names and contact information of three referees. Applications must be received by December 7, 2009. Send to: Dr. John Wash, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria, PO Box 3010 STN CSC, VICTORIA, BC, V8W 3N4; Email: edpsych@uvic.ca; Phone: (250) 721-7760; Fax: (250) 721-6190; http://www.educ.uvic.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including biomedical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://ece.uwaterloo.ca/~a-sidic) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Com-

Heart and Stroke Foundation of Ontario
Chair in Aboriginal and Rural Health
at the Northern Ontario School of Medicine

HEART & STROKE FOUNDATION
Finding answers. For life.

The Northern Ontario School of Medicine (NOSM), in partnership with The Heart and Stroke Foundation of Ontario (HSFO) is inviting exceptional scholars to apply for the new position of Heart and Stroke Foundation of Ontario Chair in Aboriginal and Rural Health at the Northern Ontario School of Medicine. The Faculty appointment will be a tenure track appointment at NOSM. The Chair appointment will be for a five year term and renewable.

Environment
The Northern Ontario School of Medicine is a joint initiative between Lakehead and Laurentian Universities. With campuses in Thunder Bay and Sudbury, the School has multiple teaching and research campus sites distributed across Northern Ontario, in large and small communities. The School contributes to improving the health of people in Northern Ontario.

Responsibilities
The role of the Chair is to:
- Focus on the field of Cardio and Cerebrovascular Disease (CCVD) in Aboriginal and Rural Communities, addressing scientific uncertainty and scientific advancement;
- Lead activities promoting knowledge transfer and exchange through Initiatives such as provincial (and potentially national) meetings and forums;
- Integrate with other Aboriginal and Rural Research Units in Ontario and across Canada to establish virtual collaborative research networks;
- Support efforts to establish mentorship/networking vehicles within Ontario (and potentially Canada), as a means of building capacity in CCVD population health research; and, undertake the responsibilities of a faculty member of NOSM with a reduced workload in the areas of teaching and service;
- Establish and nurture a collaborative research relationship with Aboriginal Organizations in Ontario. Devote at least 75% of time to heart or stroke research in aboriginal or rural populations.

The Chair shall provide leadership and promote a shared vision across a large geographic area with diverse user populations and have the ability to work consultatively and collaboratively with students, faculty, university and hospital administrators, government officials, Aboriginal Organizations, and the public. The Chair shall be located in one of the Academic Divisions in the School, Human Sciences, Medical Sciences or Clinical Sciences.

Qualifications
The candidate must hold an MD and/or PhD degree and must satisfy the criteria for appointment to the Assistant or Associate Professor rank as found in the Collective Agreement. The successful candidate will have a full-time position at NOSM at the time of taking up the Chair or have an offer of a full-time tenure track appointment at NOSM. NOSM will consider applications from candidates at different career stages, but preference will be given to those at the Assistant or Associate Professor stage of their career.

For a more complete job posting and to view the relevant Collective Agreement Contract, please visit the: "Career Opportunities" section of our website at http://www.nosm.ca.

Application Procedure
Review of applications will begin on December 1, 2009 and will continue until the position is filled. A letter of application accompanied by a current curriculum vitae, the names and contact information for three references quoting competition **#2009-S43-BH** should be sent to:

Northern Ontario School of Medicine
935 Ramsey Lake Road, Sudbury ON P3E 2C6
Attention: Human Resources
Email: Human.Resources@ normed.ca
Fax: (705) 671-3880

Contact Information
Should you want to learn more about this unique leadership opportunity, please call Dr. Greg Ross, Associate Dean, Research at (705) 662-7216.

Northern Ontario School of Medicine

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Northern Ontario School of Medicine invites applications from all qualified individuals. NOSM is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

www.nosm.ca

CAREERS CARRIÈRES

puter Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at: https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer and Software Engineering with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspective. 2. VLSI with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGLISH — University of Waterloo.** The Department of English Language and Literature at the University of Waterloo invites applications for an open-rank position in support of our programs in rhetoric, professional writing, communication design, and digital media. We are particularly interested in candidates specializing in writing studies. Other areas of expertise to be considered include (but are not limited to) the history of rhetorical thought, critical discourse analysis, linguistics, and genre studies. Candidates for this position must have an outstanding research and publication record – it will be considered an asset to have a strong record of external funding. The successful candidate will be offered a wide range of teaching experiences from first-year undergraduate courses through to graduate teaching and supervision of doctoral students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing (RPW), the Department is planning undergraduate specializations in English Literature in a Global Context and in Digital Media Studies. The Department offers innovative MA programs in Literary Studies (LS) and Rhetoric and Communication Design (RCD), and is planning a new MA in Experimental Digital Media (XDM). We also offer a unique PhD that integrates literary studies with fields of rhetoric, discourse and text analysis, and digital media theory and design. As the Department promotes an integrated research culture, secondary expertise in a field of literary study is also welcome. The teaching load is 2+2, which normally includes one graduate course. Please visit our website at http://english.uwaterloo.ca for more information. An appointment date of July 1st, 2010 is preferred. The successful candidate will have the opportunity to participate in the growth of Graduate Studies and the Humanities in the University of Waterloo's Faculty of Arts, as well as to be part of a burgeoning interdisciplinary community that is situated on UW's main campus, at the Digital Media Convergence Centre in downtown Kitchener, and at UW's Stratford campus. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. In last year's Maclean's Magazine national rankings, Waterloo was named one of the top three comprehensive universities in the country and has ranked as the "Best Overall" university in Canada in the national reputational survey in 15 out of the last 17 years. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications began on 30 October 2009. Please send a letter of application, curriculum vitae, and supporting documents (writing sample and media portfolio, if available), and arrange for three letters of reference to be sent to: Dr. Fraser Easton, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **ENGLISH — University of the Fraser Valley.** The University of the Fraser Valley, with over 11,000 students annually pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation. In furthering the University of the Fraser Valley's initiative to Indigenize the institution, The Departments of English and Theatre invite applicants for a full-time position in North American Indigenous Literature and Indigenous Performance. The successful candidate will have expertise in North American Indigenous Literature and Indigenous Performance as well as experience in at least two of the following areas: creative writing, acting, and directing. Preference will be given to candidates who have completed PhD in a relevant discipline. The preferred candidate will have demonstrable identification with and ties to Indigenous communities; a willingness to engage in interdisciplinary activities; and evidence of successful post-secondary teaching in at least two of the following: Indigenous Literatures, creative writing, story telling, and aboriginal theatre history. The ideal candidate will also have experience with and a willingness to engage in outreach work to local Indigenous communities. The successful candidate will be expected to develop new courses in the area of specialty. All candidates should clarify any other research and teaching strengths which may interest the department. Interested individuals should send copies of the following materials (hard copies are preferred): (1) a letter of application, including teaching and scholarly experience; (2) a current curriculum vitae; (3) a philosophical statement regarding teaching; (4) current teaching evaluations; (5) sample syllabi; (6) a sample of scholarly and/or creative writing; and (7) three letters of reference. All materials, citing Posting #2009-117 should be sent to Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ufv.ca; Email applications to: erinfo@ufv.ca. The Selection Advisory Committee will begin reviewing application on November 30, 2009; however, position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

■ **ENGLISH — University of Victoria.** The Department of English, University of Victoria, invites applications for a tenure track position in the areas of Digital Humanities and Renaissance Studies. Expertise in textual studies and/or the ability to contribute to the Internet Shakespeare Editions (http://internetshakespeare.uvic.ca/index.html) may be an advantage. The appointment, effective 1 July 2010, will be made at the rank of Assistant Professor. Candidates should hold or be close to completing a PhD; candidates should also be prepared to provide evidence of scholarly and teaching excellence or potential. For further information see http://english.uvic.ca/. Letters of application, CVs including all university transcripts, writing sample, and confidential letters from three referees should be sent by November 30, 2009, to: Dr. Rosemary Miles, Chair, Department of English, University of Victoria, PO Box 3070 STN CSC, Victoria, BC, Canada, V8W 3W1; phone: 250-721-7235; e-mail: english@uvic.ca; web: http://english.uvic.ca/. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **ENGLISH — Campion College, University of Regina.** Campion College, a Jesuit Catholic liberal arts college federated with the University of Regina, invites applications for a tenure track position, at the level of Assistant Professor, to begin July 1, 2010, subject to budgetary approval. Candidates must have teaching and research expertise in Shakespeare and have competency in teaching introductory through to graduate courses. Candidates with secondary competency in Renaissance non-dramatic and/or Medieval studies are particularly encouraged to apply, as well as candidates with secondary competency in other areas. The successful candidate will be expected to participate fully in the graduate program. A completed or nearly completed PhD, evidence of effectiveness in teaching, and an active research program are expected. Located on the University of Regina campus, Campion offers courses in the humanities, social sciences, fine arts and natural sciences. The college is a fully accredited member of the Association of Universities and Colleges of Canada, and its graduates receive University of Regina degrees. Campion faculty are voting members of their respective faculties (e.g. Arts, Graduate Studies) of the University of Regina. Campion Department of English members are integrated into the university's Department of English, which includes 35 full-time members. Mission Statement: "Campion College is a Catholic community of learning in the Jesuit tradition at the University of Regina. It provides arts education dedicated to the development of the whole person — intellectually, spiritually, socially – for service in and enjoyment of society." Candidates for a position on the Campion faculty are expected to uphold this mission of the college. For more details about Campion College, visit the University of Regina and Campion College websites: www.uregina.ca; www.campion.oollege.sk.ca. Interested applicants should forward a letter of application, a curriculum vitae that contains a list of referees, a copy of graduate transcripts, evidence of teaching effectiveness, and a sample of written work. Applicants should arrange for three letters of reference to be sent to: Dr. Christian Riegel, Head, Department of English, Campion College, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, Canada S4S 0A2. Telephone: 306-359-1219; Fax: 306-359-1200; e-mail: Christian.Riegel@uregina.ca. Review of applications will begin November 13, 2009, and will continue until suitable candidates have been identified. Salary is commensurate with qualifications and experience. Campion College encourages all qualified applicants to apply; however, preference will be given.

■ **ENVIRONMENT (INTERNATIONAL DEVELOPMENT) — University of Waterloo.** The International Development Program in the School of Environment, Enterprise and Development (SEED), in the Faculty of Environment, University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor level; full professorship is possible for exceptional candidates. Applicants should have a PhD, a strong background in the political economy of development, and be able to teach core courses in International Development at the undergraduate and graduate level. The ideal candidate will have research interest and expertise in Sub-Saharan Africa as a world region, including focus on one or more of the following issue areas: urbanization and sustainable cities; international health; natural resources; climate change; and/or the increasing role of China as an agent of international development. The successful candidate will be expected to develop senior seminars/graduate courses in line with her/his research expertise, have a strong commitment to teaching, research and graduate student supervision, and contribute meaningfully to the strategic direction of the INDEV program, SEED, and the Faculty of Environment. For more information about the Faculty of Environment, the INDEV Program, and the Faculty's Strategic Plan, please visit: http://www.environment.uwaterloo.ca/index.html; http://www.shapetheworld.uwaterloo.ca, and http://www.fes.uwaterloo.ca/faculty/strategic_plan.html. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives and approach to learning and teaching goals, as well as the names, addresses, e-mail addresses and telephone numbers of four referees. Applicants are requested to provide a statement explaining how their research interests relate to the areas targeted above. Review of applications will begin December 1, 2009 and appointment is expected to commence May 1, 2010 or earlier. Please send apolication package to: Prof. Larry A. Swatuk, International Development Program, School for Environment, Enterprise and Development (SEED), Faculty of Environment, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: lswatuk@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities

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■ **FILM STUDIES — Carleton University.** Carleton University's Film Studies program invites applications for two tenure-track positions at the rank of Assistant Professor beginning July 1, 2010. Position I requires that applicants have expertise in one of the following areas: (a) Canadian cinema; (b) European cinema; or (c) another national cinema, or transnational cinema. Position II seeks applicants with expertise in one or more of: (a) film theory; (b) film historiography; and (c) moving image technologies. The successful candidates will teach a range of Film Studies courses from first year to the MA level, supervise graduate students, and develop a program of research leading to significant peer-reviewed publications. Successful applicants may also supervise film-related PhD theses in the Interdisciplinary doctoral program in the Institute for Comparative Studies in Literature, Art and Culture and the School of Canadian Studies. Applicants

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Two Tenure Track Positions
First Nations and Aboriginal Counselling

Brandon University is a leader in providing high quality education to some 3,000 full- and part-time students in arts, sciences, education, music and health studies. Located in southwestern Manitoba, Brandon University also offers pre-professional and Masters Programs, as well as pioneering and award-winning outreach programs in a personalized learning environment.

The First Nations and Aboriginal Counselling (FNAC) degree program is situated within the School of Health Studies, and is a creative, innovative, and interdisciplinary program formulated to meet the healing needs of Indigenous people and communities. The FNAC program is based within a holistic foundation of Indigenous knowledge and perspectives that blends Indigenous and Western approaches to healing, wellness and health promotion. Under revision, the FNAC program is moving towards a learning environment that fosters empowerment, leadership, personal growth and skill development in preparation for a career in social services.

The First Nations and Aboriginal Counselling program is seeking team oriented faculty members with a strong commitment to scholarship and excellence in teaching. Candidates will possess knowledge and understanding of Indigenous cultures, worldviews, historical influences and contemporary social issues affecting Indigenous people.

Qualifications:
A Doctorate in a related discipline (for example, Social Work, Psychology, Philosophy) with evidence of scholarly activity is preferred. A Master's degree in a related discipline, relevant experience and evidence of scholarly activity will be considered. Membership in a professional association or eligibility for icensure is considered an asset. The following qualifications are required:

- relevant teaching experience
- recent clinical experience
- excellent communication skills

Experience working with Indigenous people and communities utilizing traditional and Western approaches to healing; evidence of ability to develop relationships with local, regional and national education, professional and social service organizations is preferred.

Applications:
Interested candidates should forward a letter of application, curriculum vitae, and names of three referees. Short-listed candidates will be required to provide official credentials at time of interview. Please indicate the number of the Tenure Track position in your letter of application.

Rank and Salary: Commensurate with qualifications and experience.

Application Deadline Tenure Track #1:
November 15, 2009 or until position is filled
Start Date: January 1, 2010

Applicatinn Deadline Tenure Track #2:
May 1, 2010 or until position filled
Start Date: July 1, 2010

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

Contact:
Dr. Dean Care
Dean,
School of Health Studies
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Fax: (204) 727-7456
Fax: (204) 726-5793
E-mail: CareD@brandonu.ca

For more information visit:
www.brandonu.ca

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS
Tenure-Track Position
In the Department of Justice Studies — Chair in Police Studies

Term Position
In the Departments of Justice Studies and Psychology

FACULTY OF BUSINESS ADMINISTRATION
Tenure-Track Positions
In the areas of Business Strategy, Finance, Accounting, Business Communications, and Human Resource Management/Organizatinnal Behavinur

FACULTY OF ENGINEERING
Term Position
In the area of Petroleum Systems Engincering

FACULTY OF SCIENCE
Term Position
Lab Instructnr in the Department of Physics

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/careers**

All qualified candidates are encournged to apply; however, Canadians and permanent residents will be given prionty. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

must have a PhD, a strong commitment to scholarship and an active research profile as reflected in scholarly publications, and demonstrated excellence in teaching. Complete applications — including a curriculum vitae, a writing sample and teaching dossier — should be sent to Dr. Brian Foss, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Please indicate in your application letter whether you are applying for Position I or II. Applicants should also arrange for three letters of reference to be sent separately. Initial screening of applications will begin on November 15, 2009 and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

■ **FINANCE — Brock University.** RESPONSIBILITIES: The Faculty of Business, Brock University, invites applications for a probationary tenure-track position in Finance, subject to final budgetary approval, at the Assistant, Associate, or Full Professor level commencing July 1, 2010. JOB QUALIFICATIONS: Rank will be based upon qualifications, which include a PhD in Finance completed or near completion, a commitment to quality research and classroom excellence. Preference will be given to candidates in corporate finance or financial markets although applicants in all areas will be considered. NOTES: The Faculty of Business consists of four departments, among which the Department of Finance, Operations and Information Systems has 17 full-time faculty members. The Faculty, which has approximately 75 full-time faculty members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, both with a co-op option. In addition, the Faculty offers a Master of Science program in finance, a Master of Accountancy with specialized courses in Finance, and an MBA program with specializations in several functional areas including Finance. The Faculty has obtained AACSB International accreditation. Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities. More information on Brock University can be found at the University's website www.brocku.ca. APPLICATION PROCEDURE: Brock University is committed to a positive action policy aimed at reducing gender imbalance. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should include a completed Self Identification Form with their application. The form is available at http://www.brocku.ca/human_rights/images/selfidentification.doc Applicants should forward their C.V. along with three references and quote evaluations to: Unyong Pyo, Dept of Finance, Operations, and Information Systems, Faculty of Business, Brock University, St. Catharines, Ontario, L2S 3A1, Canada, E-mail: upyo@brocku.ca. FAX: Yes. AFA: Yes/No. APPLICATION DEADLINE: January 15, 2010.

■ **FINANCE — University of Alberta.** The University of Alberta School of Business invites applications for tenure-track positions in Finance at the rank of Assistant Professor. Anticipated start date is July 1, 2010. We stress quality research and the potential to publish in top journals. The ability to teach undergraduate and MBA courses is also required. Applicants must have a PhD or equivalent, or be within twelve months of completion. Proficiency in English is required. Salary is competitive and commensurate with qualifications. Applications should include curriculum vitae, samples of research, any available teaching ratings, and names of three referees who have been asked to send confidential letters of assessment. Positions will remain open until suitable candidates are appointed. Dr. Vikas Mehrotra, Chair, Department of Finance and Management Science, University of Alberta School of Business, 4-20J Business Bldg, Edmonton, AB, Canada, T6G 2R6; Email: finchair@ualberta.ca; Online: http://www.careers.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **FINANCE & OEVELOPMENT (OIANNE & IRVING KIPNES CHAIR) — University of Alberta.** The University of Alberta School of Business invites applications for the Dianne and Irving Kipnes Chair in Finance and Development. This appointment will be to the rank of associate or full professor, based on track record, with an anticipated start date of July 1, 2010. The Chair is endowed to support the study of finance and its role in economic development. The successful candidate is expected to pursue internationally recognized research into why some countries are rich and others are poor; how the development of national economies relates to the development of their financial systems; and how these issues are affected by factors like the strength of private property rights, checks on government corruption, and the strength of democracy. The ultimate goal through the Chair is to develop effective policy options for raising standards of living in low income countries. Candidates should hold a PhD in finance or economics and must be an acknowledged expert in the study of finance and its role in economic development. This position requires a candidate with a strong record and demonstrated promise of continuing excellence in research and in teaching at the undergraduate, MBA and PhD levels. Proficiency in English is required. Salary will be commensurate with the candidate's record and competitive with other university finance departments/areas. The University of Alberta School of Business is one of the world's leading institutions of business education and research. The Financial Times of London ranks us 37th globally in research, 15th among publicly funded universities, and 7th among universities outside the United States. Ours was the first business school in Canada to gain AACSB accreditation (in 1968), with over 2,000 students in our various undergraduate programs, and 460 students in our MBA and PhD programs. We take pride in our effective and high quality teaching, reflected by the four winners in our faculty of the prestigious 3M Award for University Teaching — more than any other Canadian business school. The 80 full-time faculty members include many internationally recognized researchers; and our Finance group ranks in the top ten outside the United States in terms of publications in the area's top four journals. To learn more about the School of Business Department of Finance & Management Science, please see www.business.ualberta.ca/FMS. Applications should include curriculum vitae, samples of research, any available teaching ratings, and names of three references who may be approached for confidential letters of assessment. The competition will remain open until the position is filled. Dr. Vikas Mehrotra, Department Chair, Alberta School of Business, Edmonton, Alberta, Canada, T6G 2R6; Email: finchair@ualberta.ca; Fax: (780) 492-9924. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **FINANCE (INFORMATION SYSTEMS & MANAGEMENT SCIENCE) — Saint Mary's University.** The Sobey School of Business at Saint Mary's University invites applications for a tenure-track position in Finance (all subspecialties will be considered). The successful candidate will be nominated for a Tier II Canada Research Chair (CRC) and, if successful, appointed to a tenure-track position (normally at the Associate Professor rank) with salary commensurate with experience. The II CRCs are awarded to individuals within ten years of their PhD and targeted at emerging leaders in their fields, capable of maintaining a vigorous, independent, externally funded research program (see www.chairs.gc.ca for details). Tier II CRCs have a teaching load of one course/term and may use most of the funds from the CRC award not used for salary and benefits to support their research activities. The Sobey School of Business at Saint Mary's University is a balanced research/teaching institution. It has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. The Sobey School is located in a modern facility providing state of the art technology for classrooms. Excellent database resources are provided for research, including access to Datastream, Bloomberg, Compustat and Global Vantage. Saint Mary's is located in the heart of historic Halifax, Nova Scotia. Halifax is the major commercial centre on Canada's eastern seaboard and is also a major tourist destination. There is easy access to many recreational, historical and cultural attractions. Consideration of applications will begin November 1, 2009 and continue until the position is filled. Please submit your CV along with a statement of research interests, a research proposal (maximum five pages) for the purpose of the CRC nomination, and the names and addresses of four referees to: Dr. Dawn Jutla, Chairperson, Department of Finance, Information System & Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3; Email: dawn.jutla@smu.ca; Web: www.sobeysmu.ca. Please note that CRC holders need not be Canadian citizens or permanent residents of Canada. Saint Mary's University is committed to the principles of employment equity

G

■ **GERONTOLOGY/GERIATRICS — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long-Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans-, and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae; 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1- 2 pages) of the proposed scholarly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications via email to pharmjob@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

H

■ **HISTORY — University of Western Ontario.** The Department of History invites applications for exceptional scholars for two limited term positions (July 1, 2010- April 30, 2011) at the Assistant Professor level in following: 1. EUROPEAN HISTORY — JEWISH STUDIES (HIS-EJS). 2. HISTORY — INTERNATIONAL RELATIONS (HIS-IR). Applicants must have a PhD in History, a strong record of scholarly publication, and some university-level teaching experience in his or her subject area. The Department is especially interested in scholars who have research and teaching strengths coincident with those of the Department: 1. Culture and Society; 2. Business and Economy; 3. International Relations, Warfare and Conflict; 4. Technology, Health and the Environment. The teaching workload for these positions will be the equivalent of 4.0 courses. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor Margaret MR Kellow, Chair, Department of History, The University of Western Ontario, Social Science Centre 4328, London, Ontario, N6A 5C2; Tel: (519) 661-3647; Fax. (519) 661-3010. No e-mails will be accepted. PLEASE QUOTE THE ABOVE JOB INDICATOR WHEN APPLYING. The deadline for applications is January 31, 2010. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HISTORY (MODERN EUROPEAN) — University of Toronto Scarborough.** The Department of Humanities of the University of Toronto Scarborough invites applications for a tenure stream position at the level of assistant professor in modern (post-1750) continental European history (Britain, Eastern Europe and Russia are excluded) to begin July 1, 2010. Applicants should have a completed PhD and demonstrated excellence in teaching and research. The successful candidate will draw upon, develop, and expand the discipline's present strengths in one or more of social, cultural, intellectual, comparative and transnational history as well as histories of gender, race, empire/colonialism and nationalism. S/he will be responsible for the development of a range of undergraduate courses, including a theme course in world history to be taught occasionally, will be a full member of the Integrated Graduate History Department of the University of Toronto, including the supervision of masters and doctoral theses, and will collaborate with colleagues on relevant trans-disciplinary programs and initiatives. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The university offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~hunaiy/index.html and on the Graduate Department of History at http://www.chass.utoronto.ca/history/graduate/index.html. Applicants are strongly encouraged to apply online at http://www.jobs.utoronto.ca/faculty.htm (Job Number 0900755; Internet Explorer and PC recommended). Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials as well as a syllabus for a modern European survey course (either nineteenth or twentieth century) taught in a twelve-week term. We encourage applicants to combine PDF or MS Word documents in one or two files. If you are unable to apply online (or alternatively have large documents to send), please submit your application and other materials to Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto ON, M1C 1A4, Canada, HistorySearch@utsc.utoronto.ca. Applicants should also ask three referees to email letters directly to the Department. The closing date for applications is November 15, 2009. The University of Toronto is strongly committed to diversity within its community and particularly welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

I

■ **INTEGRATED WIRELESS COMMUNICATION TECHNOLOGY (CERC) — University of Waterloo.** We invite expressions of interest for a visionary academic leader and researcher for the Canada Excellence Research Chair (CERC) in Serial Chair and pivotal centerpiece of an outstanding team of researchers at the University of Waterloo in the Department of Electrical and Computer Engineering. (http://www.research.uwaterloo.ca/institutional/funding/cerc.html). This proposed CERC will transform research in wireless communications by integrating existing strategic research thrusts at UW and capitalizing on existing research innovation and infrastructure. This leader will coordinate research initiatives to create and manipulate radio frequency (RF) and intelligent antennas that will efficiently transfer data across secure and mobile networks at high rates of speed and accuracy using air interfaces. This integration of high level research activity will position Canada as the world leader in one of the fastest growing industries on the planet, the next generation of wireless systems and will lead the development of IMT-Advanced 4G wireless systems globally with all the attendant economic and social benefits. The Canada Excellence Research Chairs program is a new Government of Canada program to establish 20 prestigious research chairs in Canada to lead transformative strategic research in Canada. The University of Waterloo, Department of Electrical and Computer Engineering, has successfully completed the first phase of this competitive process. As the part of the second phase of the competitive process, we are seeking a visionary research leader who will have a minimum $10m award invested over seven years with additional institutional contributions. We seek a nominee who will work with our world-class researchers and extraordinary infrastructure in our innovative environment and within our "inventor-owned" Intellectual Property policy to lead a UW team to develop the Phase II CERC proposal, due November 16, 2009. Final decisions are expected by February 2010 and if successful, the nominee will be offered the research Chair at a tenured full professor level in the Department of Electrical and Computer Engineering, to begin anytime before February 2011. As a candidate for the Senior Chair, Canada Excellence Research Chair, you are a unique world-class

Tenure Track Position
Physical Oceanography

MEMORIAL UNIVERSITY

» *Reference Number: VPA-PHYS-2008-001*

The Department of Physics and Physical Oceanography at Memorial University of Newfoundland invites applications for a tenure-track faculty position from individuals in the area of physical oceanography. The appointment will be made at the Assistant Professor level. The anticipated starting date is September 1, 2010. Applicants should have a doctoral degree in an appropriate discipline, relevant postdoctoral experience and an established publication record. The successful applicant will be expected to develop an active research program and to teach at the graduate and undergraduate levels. Many members of the Department participate in interdisciplinary degree programs in Computational Science and Environmental Science and the successful applicant will have the opportunity to participate in and contribute to these interdisciplinary areas. Opportunities also exist for collaboration with government scientists at the Northwest Atlantic Fisheries Center (DFO) and the Institute for Ocean Technology (NRC).

The Department has strong externally funded research programs in several areas of oceanography including ocean modeling, biophysical modeling, ocean circulation, ocean acoustics, coastal oceanography, ocean sensor development, glacial and climate dynamics, laboratory fluids, as well as condensed matter research in biomaterials and soft matter, magnetic and electronic materials, nanoscience and molecular physics, and photonics, spectroscopy and microscopy (for more details, see the Department's web site: www.physics.mun.ca).

Applications, including a C.V., the names of three references and a brief statement of research interests, should be submitted to: *Dr. B. deYoung, Head, Department of Physics and Physical Oceanography, Memorial University of Newfoundland, St. John's, NL, A1B 3X7.* Applications must be received no later than *December 11, 2009*. Please quote reference number *VPA-PHYS 2008-001*

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YOUR CAREER IS HERE

University of Regina

The University of Regina is a modern, comprehensive university with approximately 12,000 students and 450 full-time faculty members. The University enjoys a growing reputation for high-quality teaching and for research of national and international stature. Our campus is situated in one of North America's largest urban parks, in Regina, a city in the heart of the Canadian prairies.

DEAN, FACULTY OF ARTS

The Faculty of Arts is the University's largest faculty with roughly one-third of the campus' students and faculty members. With sixteen Departments and six Programs (some of them operated jointly with other faculties and institutions), it offers thirteen degrees at both the undergraduate and graduate levels. The Faculty clearly recognizes the importance of students and the student's academic experience and is committed to creative and critical thought, academic freedom, innovative research and engagement in social change.

The candidate we seek is a leader who has a clear vision of the importance of a liberal arts education, who communicates effectively and persuasively, and who values inclusion and consultative governance. S/he must be capable of maintaining the Faculty of Arts as a fair and collegial working environment, judiciously fostering both diversity and unity of purpose. S/he will have a PhD or equivalent and strong academic qualifications in research, teaching and administrative experience.

Please visit www.uregina.ca to learn more about the University of Regina and the Faculty of Arts. Review of applications will begin on **4 January 2010**. The position will remain open until filled and has a target appointment date of 1 July 2010, depending on the availability of the successful candidate. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants who are members of diversity groups are encouraged to self-identify in their cover letter or resume. Qualified persons of Aboriginal ancestry are especially encouraged to apply.

Competition number: **E09-04**

For full details about this, and other career opportunities, and our application process, please visit our website at **www.uregina.ca/hr/careers/executive-positions**

We appreciate your interest in a career with the University of Regina. Only those applicants selected for an interview will be contacted. The University of Regina is committed to achieving a representative workforce. Qualified diversity group members are encouraged to self identify on their applications.

UNIVERSITY OF REGINA

Human Resources Department
University of Regina
Regina, SK S4S 0A2
Fax: (302) 585-5232
Email: UofR.Recruitment@uregina.ca
www.uregina.ca/hr

CAREERS CARRIÈRES

senior researcher and academic leader in air interface with strong appreciation and understanding of RF/Intelligent Antennas and Networking Technology in academic and industrial settings. You have the personal research experience and global statute to create innovative co-investigative methodologies combining adaptive multi-antenna research with intelligent physical layer/network development and novel circuit and device concepts. You will lead two supporting research chairs (supported by new UW investments): a Chair in RF and Antennas with expertise in RF and Intelligent Antennas and a Chair in Networking Technology with expertise in networking technology for 4G and beyond. In addition to your visionary leadership and outstanding academic and research record, you have the drive, desire and fundamental commitment to guide UW and lead Canadian wireless research efforts to create the very best academic WCT research centre in the world. If you are this unique and extraordinary academic leader and researcher, we want to hear from you! Send your curriculum vitae, the names of four referees, short description of research accomplishments, a teaching statement and a research statement to: Dr. D. George Dixon, Vice-President, University Research, Needles Hall, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Tel: 519-888-4889; Fax: 519-725-9971; Email: dgdixon@uwaterloo.ca. Please note: Appointments are subject to approval by the CERC Selection Board. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario. University of Waterloo Information: With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada

L

■ **LANGUE ET LITTÉRATURE FRANÇAISE — Université McGill.** Le Département de langue et littérature françaises de l'Université McGill sollicite des candidatures à un poste de professeur spécialisé en littérature moderne de langue française et théorie littéraire. Il s'agit d'un poste conduisant à la permanence. Rang et salaire à pourvoir. Le titulaire sera normalement au rang de professeur adjoint, et le salaire sera conforme aux politiques de l'Université McGill. Date d'entrée en fonction: Le 1er août 2010. Exigences: Doctorat en lettres, québécois de préférence, dans deux domaines de compétence (littérature moderne de langua française, c'est-à-dire 19e-20e siècles, et théorie littéraire, notamment dans l'un des champs suivants: histoire de la critique, littérature et philosophie, histoire des idées), recherches en cours, expérience d'enseignement. Fonctions: Enseignement aux trois cycles; recherche et encadrement d'étudiants; tâches administratives. Les candidat(es) doivent faire parvenir leur lettre de candidatura, leur curriculum vitæ, leurs publications principales, un dossier pédagogique ainsi que les noms de trois répondants à l'adresse ci-dessous. Les répondants doivent faire parvenir directement, dans les même délais et à la même adresse, leur lettre confidentielle. Monsieur Michel Biron, directeur, Département de langue et littérature françaises, Université McGill, 853, rue Sherbrooke ouest, Montréal, (Québec), H3A 2T6. Date-limite: le 15 décembre 2009. L'Université McGill souscrit à la diversité et à l'équité en matière d'emploi. Elle accueille favorablement les demendes d'emploi des femmes, des personnes de toutes orientations sexuelles, des membres des minorités visibles ou ethniques, des personnes handicapées et d'autres personnes qui pourraient contribuer à une plus grande diversité. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler; le prionté sera toutefois accordée aux citoyens canadiens et aux résidents permanents.

■ **LIBRARY, ARCHIVAL & INFORMATION STUDIES (DIRECTOR) — University of British Columbia.** The School of Library, Archival and Information Studies at the University of British Columbia seeks a Director as of July 1, 2010. The successful candidate will be appointed at the rank of full Professor. SLAIS, located at one of the top research universities in North America, is ALA-accredited and offers PhD and Masters degrees in library and information studies, archival studies, and children's literature. SLAIS is home to a number of unique research and curriculum initiatives and has successfully attracted significant funding for multidisciplinary and international research projects. For more information, visit www.slais.ubc.ca. The successful candidate should have a doctorate in a relevant field, demonstrated administrative ability and experience, a strong record of scholarship, teaching and service, excellent communication skills, vision and creativity as a leader, proficiency in fostering collegiality, and the capacity to create productive partnerships across disciplinary and organizational boundaries. The Director is responsible for the academic and administrative leadership of the School. This includes administration of budgets, personnel and curriculum; the promotion of high quality research; representing the School with respect to academic, professional and broader community groups and fostering relationships with them. Participation in teaching and scholarship is commensurate with overall administrative responsibilities. We encourage all who are qualified to apply; however, Canadians and permanent residents of Canada will be given priority. Candidates from this group are encouraged to self-identify. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Applications should include a letter of application, CV, evidence of teaching effectiveness, and the names and contact information of four referees. Applications and requests for information should be addressed to: Professor Dominic McIver Lopes, Office of the Dean, Faculty of Arts, 1866 Main Mall, Buchanan C105C, Vancouver, BC, Canada, V6T 1Z1. Review of applications will begin on December 1, 2009 and will continue until the position is filled.

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■ **MANAGEMENT — Saint Mary's University.** The Sobey School of Business at Saint Mary's University invites applications for a tenure-track appointment at the Assistant Professor level. The position will begin on July 1, 2010 or as soon as possible thereafter. The ideal candidate's primary teaching and research expertise will be in strategic management/business policy. To contribute to the development of the School's programs, we are especially interested in candidates with a secondary competency in one of the following areas: international business, organizational theory, organizational behavior, business ethics/social responsibility/environmental management. Candidates are expected to have completed, or be near completion of, a PhD in business administration, strategic management or a closely related area. Candidates must have strong methodological/analytical skills, and show potential for research productivity and teaching excellence. The successful applicant will be expected to teach at both the undergraduate and graduate levels, in addition to conducting and supervising research that contributes to School's MBA and PhD programs. The Sobey School of Business at Saint Mary's University is a balanced teaching/research institution. It has the largest business program in the Atlantic provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. It is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 350,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centers in Canada and the Northeastern United States. For information about the University and School, please see our website at www.sobey.smu.ca. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity, and encourages applications from qualified women and men, aboriginal peoples, visible minorities and peoples with disabilities. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should furnish an up-to-date curriculum vitae, a letter describing teaching and research competencies in strategic management/business policy, the names/contact information of three references, their citizenship/permanent residence status and any other material they wish to be considered by email to Dr. Russel Summers (mgt.chair@smu.ca) and Ms. Sandra Fougere (sandra.fougere@smu.ca). Consideration of applications will begin on November 2, 2009 and continue until the position is filled.

■ **MANAGEMENT (INDUSTRIAL ORGANIZATION/STRATEGY) — University of Toronto Scarborough.** The Department of Management at the University of Toronto Scarborough (UTSC), together with the Business Economics group at the Rotman School of Management at the University of Toronto, invites applications from qualified candidates for a tenure stream position at the rank of Assistant Professor. The appointment will be effective July 1, 2010. Preference will be given to candidates who perform research in industrial organization/strategy. A PhD (completed or near completion) is required, along with excellent teaching and research experience appropriate to the rank. Duties include research and teaching at both undergraduate and graduate level. Salary will be commensurate with qualifications and experience. Additional information on the department can be found at http://www.utsc.utoronto.ca/~mgmt/ and the Rotman School of Management http://www.rotman.utoronto.ca/index.html. Interested candidates are encouraged to apply online at http://www.jobs.utoronto.ca/faculty.htm (Internet Explorer and PC required; Job Number 0900619). Please ensure that you include a letter of application with a current curriculum vitae, an example of written work and any evidence of excellence in teaching. Three letters of reference should be sent directly to Professor Jason Wei, Acting Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, Canada, M1C, 1A4. Or submitted electronically to IO-Strategy-reference-letters@utsc.utoronto.ca. The deadline for applications is December 1, 2009. The University of Toronto has an extremely diverse student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MANAGEMENT SCIENCE — University of Western Ontario.** The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The school seeks candidates for a tenure-track Assistant Professor, tenured Associate Professor or Professor position in the Management Science teaching group. This position is available as of July 2010. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching and will have a PhD (or equivalent) in MS/OR, statistics or a closely related field. Ability to teach the core HBA and MBA management science and statistics course (including data analysis, excel modeling and management science) is essential. Ability to offer elective courses is highly desired. The candidate's research should have strong potential. The Management Science group supports research in all applied areas of management science. The School supports high quality managerially-oriented research targeted at top tier academic journals in all management disciplines. The ideal candidate will contribute to the group's research focus, as well as to one of the school's four cross-enterprise centres (http://www.ivey.ca/col/centres.htm). This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is November 30, 2009, although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at www.ivey.uwo.ca/faculty/Career_Opps.htm. Email: facultypositions@ivey.ca

■ **MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES) — University of Waterloo.** The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professorial appointment in the Behavioural Sciences at any level to begin January 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in applied aspects of technology use, decision making, new product development, socio-technical systems or human-computer interaction. Ability to conduct experimental research is essential and interest in problems arising from the workplace is highly desirable. An undergraduate degree in engineering will be an asset. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Examples of courses that could be taught by the successful candidate include Introductory and advanced topics in operations research/industrial engineering; optimization, simulation, decision analysis, stochastic processes, work processes and facility design. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications come in and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (HUMAN COMPUTER INTERACTION) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time faculty appointments in Information Systems at any level (assistant, associate or full professor) to start January 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering, computer science or related fields. We seek individuals in the area of Information Systems with a strong technical background and interest in human computer interaction, usability engineering and user-centered design. Interest in practical problems and application is highly desirable. An undergraduate degree in engineering will be an asset. The Department offers a co-op undergraduate degree in Management Engineering as one of the disciplines in the Faculty of Engineering, as well as Master's and PhD programs. Examples of courses that could be taught by the successful candidate include Human-Computer Interaction, Digital Computation, Algorithms and Data Structures, Database Systems, Information Systems Analysis and Design, Principles of Software Engineering, Decision Support Systems, Business Processes and Information Technology. The successful candidate will join a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will begin immediately and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences. Dr. Elizabeth Jewkes, Department of Management Sciences, Faculty of Engineering, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments in Operations Research at any level to begin January 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a strong technical background in industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as energy, healthcare, logistics and supply chain management. Individuals in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of probabilistic modelling in industry settings. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Examples of courses that could be taught by the successful candidate include Introductory and advanced topics in operations research/industrial engineering; optimization, simulation, decision analysis, stochastic processes, work processes and facility design. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications come in and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MATHEMATICS (CHERITON CHAIRS, SOFTWARE SYSTEMS) — University of Waterloo.** Applications are invited for one or two David R. Cheriton Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabi-

Queen's SCHOOL of BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Organizational Behaviour/Human Resources
Managerial Economics

QUEEN'S SCHOOL OF BUSINESS is inviting applications for one tenure track position in Organizational Behaviour/Human Resources and one in Managerial Economics (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD (or be near completion). Applicants must exhibit (or show potential for) high innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. In 2008 *BusinessWeek* magazine ranked the full-time Queen's MBA #1 outside the U.S. for the third consecutive time. Queen's Executive MBA is ranked #1 in Canada and #23 in the world by *Business Week*, and the *Financial Times* (UK) has ranked Queen's open enrolment executive education programs among the top 25 in the world since 2000. Queen's School of Business is home to Centres focused on business venturing, corporate social responsibility, knowledge-based enterprises and corporate governance. The School is fully accredited by AACSB International, *EQUIS (the accrediting arm of EFMD* – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: **business.queensu.ca**.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: **qufa.ca**. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2010, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, **electronically to: deansoffice@business.queensu.ca.**

Dr. Brent Gallupe
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CAREERS CARRIÈRES

ities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **MATHEMATICS (COMBINATORICS & OPTIMIZATION) — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for a tenure track faculty position in operations research. Applications for Assistant Professorships as well as more senior levels will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, to participate in undergraduate and graduate teaching, and have the potential for industrial collaborations. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2010. Interested individuals are encouraged to apply using the MathJobs site: http://www.mathjobs.org. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. Enquiries may be addressed to combopt@math.uwaterloo.ca or to Ian Goulden, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing data for receipt of applications is December 11, 2009. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

■ **MATHEMATICS (HEALTH INFORMATICS) — University of Waterloo.** The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Cheriton School of Computer Science, in the area of Health Informatics. We define health informatics broadly to include medical informatics and biomedical systems. The School plans to start a new graduate degree program in health informatics in September 2010. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **MATHEMATICS (SOFTWARE ENGINEERING) — University of Waterloo.** The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Cheriton School of Computer Science, in the area of Software Engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY) — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Concentration in Green Energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have earned a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MEDICAL PHYSICS — McGill University.** The Medical Physics Unit (MPU) and the Department of Oncology at McGill University invite applications for an academic faculty position at the Assistant or Associate Professor level. Candidates should have a PhD in Medical Physics, physics or engineering with significant post-doctoral experience in medical physics and should possess demonstrated research excellence in advanced radiation oncology physics and joint therapy-imaging applications. The ideal candidate will be expected to attract significant salary support, to establish a vigorous research program based on federal and international peer-reviewed grant support and to build a strong research team by establishing strong collaborations with other faculty members in Medical Physics, Radiation Oncology, Physics, Biomedical Engineering and across the McGill campus and teaching hospitals. The MPU has well-known CAMPEP-accredited MSc, PhD and residency programs in Medical Physics that currently enroll about 30 candidates. Teaching responsibilities of the candidate will include teaching graduate level courses in the graduate and residency programs in Medical Physics. Departmental facilities include six linear accelerators including a TomoTherapy Unit, an upgraded brachytherapy suite including an afterloader unit and a one-beam CT simulator, a PET/CT scanner, an AcQsim spiral CT scanner, Brainlab mini MLC and Stereotactic planning system, ECLIPSE, OmniSense Nucletron, Oncentra planning systems. An MR simulator has recently been installed. Computing facilities include computer clusters for Monte Carlo simulations. The deadline for receipt of all application materials is January 15, 2010. Applications should include a letter of application, a curriculum vitae and three letters of reference and be sent to: Mrs Frances Ezzy-Jorgensen, Administrative Officer, Oncology Department, McGill University, 546 Pine Ave W, Montreal, QC, H2W 1S6; tel: (514) 398-8452; fax: (514) 398-5111; e-mail: frances.ezzy.jorgensen@mcgill.ca. Candidates would benefit from a working knowledge of both official languages. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and to permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

■ **MINING ENGINEERING — University of British Columbia.** Applications are invited for a full-time position at the rank of Research Associate (without Review). The Department of Mining Engineering is a large industry-linked mining school with a global perspective. It takes pride in the quality of its student relations and teaching, based on a strong association with the mining industry. Further information about the Department of Mining Engineering is available at www.mining.ubc.ca. Responsibilities will include: administration of research projects, equipment selection and set-up, teaching, course planning and course development, and other related duties. Candidates must have a PhD in Mining Engineering, Mineral Processing or a related discipline, be registered as Professional Engineers (PEng) or be eligible for registration with APEGBC. Potential candidates should also have the ability carry out research on various aspects of mineral processing: unit operations, coal processing, precious metals processing, process mineralogy as well as the surface chemistry of minerals, as evidenced by refereed journal publications and conference presentations. Extensive experience with, and understanding of, advanced research methods and instrumentation (e.g., SEM-MLA, AFM, XRD, ToF-SIMS, etc.) is preferred. Excellent English skills are mandatory. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. Applications should include a detailed curriculum vitae, a 1–2 page statement describing any research interests and accomplishments, and the names and contact details of four references. Consideration of candidates will commence in November 2009 and continue until the position has been filled. Applications are accepted on-line at http://hr.ubc.ca/careers/faculty.html. The position is available effective January 1, 2010, or as soon as possible thereafter. The University of British Columbia takes on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, personal of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas.

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g. quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also direct the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. E-mail: nefacultyhiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applicants are expected to become eligible for Professional Engineering registration in Ontario.

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■ **ORAL MICROBIOLOGY — University of Toronto.** The Faculty of Dentistry, Department of Biological and Diagnostic Sciences, invites applications for a full-time tenure-stream position in Oral Microbiology. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2010. We seek highly motivated candidates with research interests focusing on prokaryotic microbiology related to any aspects of oral health science. Applicants must hold a PhD and have a record of discipline-specific post-doctoral research training by the time of appointment. Evidence of excellence in teaching and research is required. Applicants should have a strong interest in pursuing cross-disciplinary research in the health sciences and leading a grant-funded research program that promotes collaboration with other University of Toronto departments and departments at other universities. Salary to be commensurate with qualifications and experience. Applicants should submit their curriculum vitae and a statement concerning their research and teaching interests (3–5 pages in length). Applicants should arrange to have three letters of reference sent directly to: Dr. G. Bradley, Associate Dean, Biological and Diagnostic Sciences, Faculty of Dentistry, University of Toronto, 124 Edward Street, Toronto, Ontario, M5G 1G6. Email: grace.bradley@dentistry.utoronto.ca. Applications will be received until January 15, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

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■ **PHARMACY (COMMUNITY HOSPITAL ANTIMICROBIAL STEWARDSHIP) — University of Waterloo.** The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Our two local community hospitals, Grand River and St Mary's Hospital, are partnering with us to create a clinical/research Infectious Disease (ID) position. They provide 1) an excellent community based clinical site with patients and health issues that have been underrepresented in antimicrobial stewardship research, 2) an Infectious Disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for Infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that foster improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. The individual will work collaboratively with the Infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff and establish an antimicrobial and drug surveillance reporting program. Research opportunities exist in many areas including evaluation of antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc. In collaboration with other microbiology faculty, this individual will participate in the Infectious disease component of our School of Pharmacy curriculum; our educational plan uniquely combines medical microbiology, public health, emergency preparedness and infectious disease pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1–2 pages) of the proposed scholarly activity. Please submit your completed application to pharmjob@uwaterloo.ca by December 1, 2009. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY (RURAL PRIMARY CARE) — University of Waterloo.** The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Gateway Rural Health Research Institute located in Seaforth, Ontario (approximately one hour west of Kitchener/Waterloo) is creating a centre to research healthcare issues in rural populations, the first community-driven rural research centre in Canada. Two of its major drivers are that most healthcare-related research conducted in Canada and elsewhere is based on

SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

FACULTY POSITIONS
SCHOOL OF INTERACTIVE ARTS & TECHNOLOGY

The School of Interactive Arts & Technology (SIAT) is accepting applications for **two assistant professors** in key instructional areas. One position specializes in **media**, the second in **design**.

In both positions we look for applicants who will make a strong contribution to our School. Successful applicants will have demonstrated excellence in research and teaching in one or more of the research areas above or a related area. We seek colleagues who are making significant scholarly contributions to their field(s), have a strong commitment to teaching and show potential for academic leadership. Applicants must demonstrate the ability and motivation to collaborate with scholars from other disciplines, and to advance their research *methods to cope with the challenges of designing, building and evaluating technology-rich* environments.

The School takes an interdisciplinary perspective on the study of human interactions with technology. We value excellence in research, teaching and service. We adapt research methods and models from art, cognitive science, computer science, design, engineering, humanities, social science, and philosophy. We work in areas such as computational design, computer games, interaction design, interactive arts, interactive video, sustainable design, virtual environments, and visualization and visual analytic systems.

SIAT offers degrees at a bachelor, master and doctoral level. The School currently enrols about 650 undergraduates, including the TechOne cohort first year programme, and approximately 100 graduate students, some 30 of whom work at the doctoral level.

Successful candidates will play key roles in developing SIAT curricula and in fostering relationships with industry. They should have teaching experience at the undergraduate level, have high potential for instructional innovation and show promise for successfully mentoring graduate students to completion of advanced degrees. Applicants should have teaching experience in varied formats, possibly including team-based, computer-mediated and interdisciplinary approaches. They are expected to develop research programmes attractive to external funding and responsive to collaboration with other faculty and graduate students. SIAT faculty must have a high degree of technological literacy regardless of their disciplinary background. As SIAT is a relatively new and expanding School, faculty are expected to demonstrate leadership and programme development expertise. They should have earned the highest academic or professional degree (in all but exceptional circumstances, the Ph.D.) in their specialty.

Simon Fraser University at Surrey, the University's newest campus, is located in the greater Vancouver region of British Columbia, Canada. The area is home to Canada's cultural and entertainment industry and much of its digital media production. The region's rich cultural, natural and intellectual resources make it one of the world's most desirable places to live and work.

Applicants should seek additional information about the School at its website **www.siat.sfu.ca** to understand better the character of SIAT and their possible contributions within it.

To apply, please send current curriculum vitae, evidence of research productivity, a statement on teaching philosophy and the complete names, addresses (including email), institutional affiliation and telephone numbers of three referees to:

Director, School of Interactive Arts & Technology
Simon Fraser University
250-13450 102nd Avenue
Surrey, BC CANADA V3A 0A3

The deadline for applications is **1 December 2009**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified men and women, including visible minorities, aboriginal peoples and persons with disabilities. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

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YOU NEED TO CONTACT
Mélanie Forget QUICK!
Tel: 613-820-2270
Fax: 613-820-7244
Email: forget@caut.ca

CAREERS CARRIÈRES

test populations located close to large urban medical centres, and studies show a higher prevalence for a number of medical conditions and probability for medical conditions in rural areas. Seeing the pharmacist as a critical member of the health care and research team, they are partnering with us to create a rural primary care faculty position. Gateway provides an interprofessional primary care site that links with local hospitals, long term care facilities and a Community Care Access Centre, and is strategically placed for the development of ambulatory pharmacy initiatives and practice research. Depending on the individual's expertise, an array of opportunities exist for teaching in many primary care areas within our integrated patient focused care course series. This individual would have a strong role in guiding our curriculum development as we work to produce graduates who can participate in the expanding scope of pharmacy practice here in Ontario. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include a curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1–2 pages) of the proposed scholarly activity. Please submit your completed application to pharmjob@uwaterloo.ca by December 1, 2009. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY/PHARMACEUTICS — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite application for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and informatics (pharmaco and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The Institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its door, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications via email to pharmjob@uwaterloo. ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHILOSOPHY — University of Waterloo.** The University of Waterloo Department of Philosophy invites applications for a tenure track position at the rank of Assistant Professor. AOS Open, but with particular interest in Philosophy of Mind. The Department also has teaching needs in Legal/Political Philosophy, and 19th & 20th Century Continental Philosophy. Applicants are expected to have a completed PhD in Philosophy by the time the appointment commences, some teaching experience, and publications. The position will commence on September 1, 2010, subject to budgetary approval. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department is 2/2. The closing date for applications is November 20, 2009. Candidates should send a curriculum vitae, three confidential letters of recommendation, and a writing sample to Professor Joseph Novak, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue W, Waterloo, Ontario, N2L 3G1; (Fax: 519 746-3097). All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. For further enquiries, call 519-888-4567, Ext. 32245 (e-mail: jnovak@uwaterloo.ca).

■ **PHILOSOPHY — Saint Paul University.** The Faculty of Philosophy at Saint Paul University invites applications for a senior position (associate or full) commencing July 1, 2010. The Faculty seeks a philosopher ready to work successfully within in a bilingual atmosphere. The area of specialization is ethics, broadly conceived. The successful candidate will immediately teach in either French or English at both undergraduate and graduate levels and supervise theses in either French or English for the Master of Arts in Public Ethics. The areas of competence are also in ethics, but are open and so could include Feminist Ethics, Business Ethics as well as Biomedical Ethics. The application package should include: a curriculum vitae, a teaching dossier (which includes evidence of teaching excellence and a statement of teaching interests and pedagogical approaches). The applicant should arrange for three confidential letters of reference (hard copy) to be sent directly by the referees. Applications should be sent to Richard Feist, Dean, Faculty of Philosophy, Saint Paul University, 223 Main Street, Ottawa, Ontario, K1S 1C4. The deadline for applications is December 15, 2009. This announcement is directed primarily but not exclusively to Canadian Citizens and permanent residents of Canada. Saint Paul University encourages applications from all qualified individuals, including women members of visible and ethnic minorities, native peoples, and persons with disabilities. For more information please consult the Faculty of Philosophy's website: http://www.ustpaul.ca/Philosophy/index_e.asp.

■ **PHILOSOPHY — Saint Paul University.** The Faculty of Philosophy at Saint Paul University invites applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2010. The Faculty seeks a philosopher ready to work successfully within in a bilingual atmosphere. The area of specialization is continental approaches to ethics, that is, the candidate should be well-versed in at least one or two major figures from the continental tradition. The areas of competence are also in ethics, but are open and so could include Feminist Ethics, Business Ethics as well as Biomedical Ethics. The successful candidate will immediately teach in French at both undergraduate and graduate levels and supervise theses in French for the Master of Arts in Public Ethics. The application package should include: a curriculum vitae, undergraduate and graduate transcripts, a writing sample, a teaching dossier (which includes evidence of teaching excellence and a statement of teaching interests and pedagogical approaches). The applicant should arrange for three confidential letters of reference (hard copy) to be sent directly by the referees. Applications should be sent to Richard Feist, Deen, Faculty of Philosophy, Saint Paul University, 223 Main Street, Ottawa, Ontario, K1S 1C4. The deadline for applications is December 15, 2009. This announcement is directed primarily but not exclusively to Canadian Citizens and permanent residents of Canada. Saint Paul University encourages applications from all qualified individuals, including women, members of visible and ethnic minorities, native peoples, and persons with disabilities. For more information please consult the Faculty of Philosophy's website: http://www.ustpaul.ca/Philosophy/index_e.asp.

■ **PHILOSOPHY (ETHICS) — University of Toronto Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Philosophy, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2010. AOS: Ethics. AOC: Open. An interest in and ability to teach bioethics would be especially welcome. The successful candidate will also be a member of the University of Toronto's tri-campus Graduate Department of Philosophy. Duties include undergraduate teaching, graduate teaching and supervision, and research. PhD (or near completion) required. Applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution within the University of Toronto with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html, and for the Graduate Department of Philosophy at http://www.philosophy.utoronto.ca. Applicants are strongly encouraged to apply online at http://www.jobs.utoronto.ca/faculty htm (Job Number 0900734; Internet Explorer and PC recommended). Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials. We encourage applicants to combine PDF or MS Word documents in one or two files. If you are unable to apply online (or alternatively have large documents to send), please submit your application and other materials to Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto ON, M1C 1A4, Canada, PhilSearch@utsc.utoronto.ca. Applicants should also ask three referees to email letters directly to the Department. The closing date for this position is November 30, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **PHYSICAL GEOGRAPHY — Simon Fraser University.** The Department of Geography at Simon Fraser University, in Burnaby, British Columbia, invites applications for a tenure track faculty appointment in meteorology/climatology. We seek a physical scientist with research interests in atmospheric or climate science. Links to other branches of physical geography/earth system science, and the human impacts of climate change are desirable. The appointment will be at the rank of Assistant Professor and will begin September 1, 2010. For further application details please visit http://www.sfu.ca/geography/Employment.html. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and, persons with disabilities. Under the authority of the University Act, personal information that is required by the University for academic appointment competition will be collected. For further details see the Collection Notice: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **PHYSICS & ASTRONOMY (TIER 2 CRC, IQC) — University of Waterloo.** Applications are being invited for a faculty position, targeted towards a Tier 2 Canada research Chair, in the Institute for Quantum Computing (IQC) with the Department of Physics & Astronomy. The search is focused on experimental physicists with strong research accomplishments in the field of quantum information (although exceptional theorists will also be considered). The candidate will hold a position in the department and be cross appointed to IQC, leading to teaching reduction from the normal load and a stipend. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment is negotiable. The appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. The University of Waterloo is host to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at www.iqc.ca. The IQC, at present, includes 17 faculty in quantum information from the Faculties of Engineering, Mathematics and Science. The Physics department, (http://www.physics.uwaterloo.ca/index.html), is part of the Faculty of Science and has thriving groups in astrophysics, biophysics, condensed matter, optics, and quantum information. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Interested individuals should apply online at www.iqc.ca/positions/iqc/phys.php For more information contact: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Phone: (519) 888-4021; Fax. (519) 888-7610; E-mail: laflamme@iqc.ca. The deadline for receiving applications is 15 December 2009 (late applications may be considered if any positions remain unfilled).

■ **PSYCHOLOGY (COGNITIVE NEUROSCIENCE) — University of Victoria.** The Department of Psychology at the University of Victoria invites applications for a tenure-track appointment in cognitive neuroscience at the level of Assistant Professor to begin July 1st, 2010. The ideal candidate will have a strong background and training in functional magnetic resonance imaging and in computational cognitive neuroscience techniques, but applications demonstrating competence in either of these methods will be considered. The candidate's research interests will add to the existing strengths of the department that include the study of cognitive control, attention, learning, memory, eyewitness testimony, visual cognition, motor control, development and aging. The successful candidate will play a key role in the development of a 1.5 T General Electric MRI system, presently being upgraded to be capable of acquiring functional data, at the Royal Jubilee Hospital located approximately 1 mile from campus. The candidate will also have access to Westgrid, a high-performance computing network that encompasses 14 partner institutions across four provinces. Duties include the maintenance of a successful program of research (as evidenced by publications and external grant support), teaching at the undergraduate and graduate levels and contributions to the collegiality, reputation and day-to-day operation of the Department and the University (e.g., collaborative research, curriculum development and committee service). Applicants must have a PhD in cognitive psychology, cognitive neuroscience, neuroscience, computer science, or a related discipline. To apply, submit a letter of application (including a statement of research interests and accomplishments and a statement of teaching interests and experience), a curriculum vitae, copies of publications, evidence of teaching experience, and arrange for three confidential letters of reference to be sent to: Cognitive and Brain Sciences Search Committee, Department of Psychology, University of Victoria, PO Box 3050 STN CSC, Victoria, British Columbia, V8W 3P5, Canada. The deadline is December 7, 2009, but applications will be reviewed until the position is filled. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, persons of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian and permanent residents will be given priority. The University of Victoria is located on beautiful Vancouver Island, in close proximity to Vancouver, BC, and Seattle, WA. Victoria is the provincial capital of British Columbia and provides a wealth of cultural and outdoor recreation opportunities.

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■ **SOCIAL WORK — St. Thomas University.** The Department of Social Work, St. Thomas University, invites applications for two tenure-track positions. The positions begin July 1, 2010. The successful candidates will be expected to teach in several subject areas such as direct practice, social policy, community organization and social work with Aboriginal peoples. One position includes Field Education Coordinator responsibilities. Applicants with knowledge and experience with issues of diversity are encouraged to apply. The successful candidates will have knowledge of structural and feminist social work theory and its application to practice, and the ability to utilize a variety of teaching methods such as lectures, team teaching, and experiential learning. The successful candidates will have a PhD or will be registered in a PhD program. Eligibility for membership in the New Brunswick Association of Social Workers is a requirement. Each applicant is to submit an up-to-date curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Chair, Social Work Department, St. Thomas University, Fredericton, NB, E3B 5G3. Closing date: November 15th, 2009 or until positions are

DEAN
Faculty of Education

University of Lethbridge

The University of Lethbridge is one of Canada's finest post-*secondary institutions*. The University's focus on the liberal arts, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. Currently, the University has over 8,200 students including 500 graduate students enrolled in more than 150 programs offered in the five Faculties and the School of Graduate Studies.

The Faculty of Education is highly regarded for its undergraduate and graduate programming, student engagement, sense of community, and partnerships with stakeholders. The Faculty offers a five-year combined degree teacher education program and a four semester Bachelor of Education after an approved degree program. At the graduate level, the Faculty of Education offers Master's programs in Education and Counselling Psychology. The Masters degree in Education includes specializations in a number of areas. A proposal *for a PhD awaits approval for implementation.*

The Dean is responsible for providing visionary leadership to the Faculty of Education and inspiring excellence in teaching and scholarly activity. The successful candidate will be an innovative leader who brings academic administrative experience, a proven commitment to quality teaching, and an exemplary record of scholarly activity. A PhD or EdD and classroom teaching experience in the K-12 system are required.

This position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable employer encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and First Nation, Métis or Inuit peoples/descent.

Should you be interested in learning more about this unique leadership opportunity please contact Kelly Baron McIntosh or Carol Robinson at 604-998-4032 or forward your up-to-date CV, a letter of introduction and the names and contact information for three referees, in confidence, to info@hwest.ca. For more information, please visit our website at www.hwest.ca. We will respond to all who express interest.

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CAREERS CARRIÈRES

EDWARDS SCHOOL OF BUSINESS
UNIVERSITY OF SASKATCHEWAN

Tenure Track and Limited Term Positions

The Edwards School of Business, University of Saskatchewan is seeking faculty in several disciplines, effective July 1, 2010.

Tenure Track Positions

Applicants are invited for tenure-track positions at the Assistant/Associate/Full Professor rank in the following areas:

- **Management**
- **Marketing**
- **Finance**
- **Human Resources and Organizational Behavior**
- **Accounting and Management Science**

Candidates who hold or are near completion of a Ph.D. in one of these areas are encouraged to apply. We also encourage mid and late career faculty to apply. Salaries are commensurate with qualifications.

Limited Term Positions

Subject to budget approval, one year term positions may be available in the following disciplines:

- **Accounting**
- **Finance**
- **Strategy**
- **Entrepreneurship**
- **Management Science**
- **Marketing**
- **Management**
- **Technology Management**
- **Human Resources Management**

Candidates with relevant post graduate credentials and work experience are encouraged to apply. Salaries are commensurate with qualifications.

For more information on any of these opportunities by discipline, please contact:

- **Accounting:** vaidyanathan@edwards.usask.ca
- **Marketing, Management, Technology Management:** painter@edwards.usask.ca
- **Finance, Management Science:** wilson@edwards.usask.ca
- **Human Resources Management, Organizational Behavior:** long@edwards.usask.ca

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, Canada. Saskatoon is a vibrant university city with a population approaching 230,000 people. The city is located on a river in the heartland of Saskatchewan. The city is well known for its summer festivals and riverbank events such as Shakespeara on the Saskatchewan, the Jazz Festival, River Fest Boat Races, the Children's Festival and the Fringe Festival to name a few. It has a progressive university serving approximately 20,000 students. The Edwards School of Business has an undergraduate business program with approximately 1,700 students. We also have exciting MBA and M.Sc. programs of study, and a Masters of Professional Accounting. For more information on the Edwards School of Business, please visit our website at http://www.edwards.usask.ca.

For more information on the City of Saskatoon, please visit the following websites at http://tourismsaskatoon.com and http://www.downtownsaskatoon.com.

filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. Established in 1910, St. Thomas University is a Catholic liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The University welcomes faculty, students and staff from all faiths and backgrounds. An equal opportunity employer, St. Thomas is committed to employment equity for women, Aboriginal peoples, members of visible minority groups, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SOCIAL WORK — University of Windsor.** The University of Windsor invites applications for three tenure-track faculty positions in the School of Social Work. The proposed start date is July 1, 2010 with appointment at the ranks of Assistant and Associate Professor. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4, Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-7036; Email: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca.

■ **SOCIOLOGY — University of Victoria.** The Department of Sociology invites applications for a three-year term position at the rank of Assistant Professor to begin July 1, 2010, subject to budgetary approval. Duties will include teaching a normal course load (4 one-semester courses per year), carrying out an active research program, and providing service to the Department and the University. Areas of specialization are open but preference will be given to candidates who can demonstrate expertise in one or more of the following: deviance/crime/law, family, media/popular culture, and leisure/sports. Candidates should have a proven research record and be able to demonstrate a commitment to excellence in teaching. A completed PhD in Sociology, or ABD status with an expected completion date no later than the start date of the position, is expected. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research writing. Applicants should also provide the names and addresses (including email) of three referees and should ask these referees to send their letters directly to the Chair no later than the application deadline given below. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than January 6, 2010. Address correspondence to: Chair, Department of Sociology, University of Victoria, PO Box 3050, Victoria, BC, V8W 3P5, Canada. The Department's Web address is http://web.uvic.ca/soci.

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■ **THEATRE — University of the Fraser Valley.** The University of the Fraser Valley, with over 11,000 students annually pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation. In furthering the University of the Fraser Valley's initiative to Indigenize the institution, The Departments of English and Theatre invite applicants for a full-time position in North American Indigenous Literature and Indigenous Performance. The successful candidate will have expertise in North American Indigenous Literature and Indigenous Performance as well as experience in at least two of the following areas: creative writing, acting, and directing. Preference will be given to candidates who have a completed PhD in a relevant discipline. The preferred candidate will have demonstrable identification with and ties to Indigenous communities; a willingness to engage in interdisciplinary activities; and evidence of successful post-secondary teaching. In at least two of the following: Indigenous Literatures, creative writing, story telling, and aboriginal theatre history. The ideal candidate will also have experience with and a willingness to engage in outreach work to local Indigenous communities. The successful candidate will be expected to develop new courses in the area of specialty. All candidates should clarify any other research and teaching strengths which may interest the department. Interested individuals should send copies of the following materials (hard copies are preferred): (1) a letter of application, including teaching and scholarly experience; (2) a current curriculum vitae; (3) a philosophical statement regarding teaching; (4) current teaching evaluations; (5) sample syllabi; (6) a sample of scholarly and/or creative writing; and (7) three letters of reference. All materials, citing Posting #2009.117 should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554, Fax: (604) 854-1538; Website: www.ufv.ca; Email applications to: erinfo@ufv.ca. The Selection Advisory Committee will begin reviewing application on November 30, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

■ **THEATRE & PERFORMANCE — University of Toronto Scarborough.** Applications are invited for a tenure stream position at the level of assistant professor in Theatre and Performance Studies, Department of Humanities, University of Toronto Scarborough (UTSC) to begin July 1, 2010. The successful candidate will have an area of expertise in Theatre and Performance Studies, will have wide-ranging historical, theoretical, and critical interests including contemporary performance theory and practice, and experience in teaching some aspect of practical theatre. Theatre and Performance Studies (currently drama) is part of an interdisciplinary Visual and Performing Arts unit that also includes art history, visual art studio, music, and arts management. The successful candidate will teach a range of undergraduate theatre and performance studies courses at the UTSC campus, will collaborate with other VPA faculty in offering interdisciplinary courses, and will teach and supervise graduate students as a member of the Graduate Centre for Study of Drama on the St. George campus. Candidates must have a PhD and demonstrate promise in research as well as excellence in teaching. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html and on the Graduate Centre for the Study of Drama at http://www.gradd rama.utoronto.ca. Applicants are strongly encouraged to apply online at http://www.jobs.utoronto.ca/faculty.htm (Job Number 0900756; Internet Explorer and PC recommended). Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials. We encourage applicants to combine PDF or MS Word documents in one or two files. If you are unable to apply online (or alternatively have large documents to send), please submit your application and other materials to Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto ON, M1C 1A4, Canada, DramaSearch@utsc.utoronto.ca. Applicants should also ask three referees to email letters directly to the Department. The closing date for applications is November 20, 2009. The University of Toronto is strongly committed to diversity within its community and particularly welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

ACCOMMODATIONS

■ **SOUTHERN FRANCE (PROVENCE) —** Villa for rent Sept. 2010 through May 2011 Pool, Tennis court, Fully furn., private, 3bdrms, wooded, large office/library, in Luberon National Park Near Aix-en-Provence $2250 CAD/month plus utilities. Email: sbeckett@brocku.ca.

MEMORIAL UNIVERSITY

Director, School of Human Kinetics and Recreation

Memorial University of Newfoundland invites applications and nominations for the position of Director of the School of Human Kinetics and Recreation.

The School of Human Kinetics and Recreation, with approximately 400 students, 14 full-time faculty members and 15 staff, offers non co-op and co-op undergraduate degrees in three program areas: Kinesiology, Physical Education, and Recreation. Graduate degrees include the Master of Physical Education – the only MPE program in Canada that can be completed entirely online via distance education – and the Master of Science in Kinesiology. In all three areas of academic study, undergraduate students have the opportunity to combine classroom learning with on-the-job experience in well-established co-op education programs. The School's innovative research program covers a broad range of topics. Allied Health Services – a specialized network of services and assessments available through the School – is dedicated to enhancing health, athletic performance, education, and research. The School oversees the Sea-Hawks varsity athletic program, an integral part of Memorial's strong sporting tradition. The School of Human Kinetics and Recreation actively collaborates and partners with health and education professions across campus, in the community and beyond. More information about the School and its programs is available at **www.mun.ca/hkr.**

Founded in 1925, Memorial University – with 14 Faculties and Schools – is the largest university in Atlantic Canada, and offers more than 100 degree programs to a student population of 17,600. Memorial has two campuses in St. John's, including the Marine Institute, Canada's leading centre of fisheries and marine training; a campus in Corner Brook, Sir Wilfred Grenfell College; and a fourth campus located in Harlow, England, midway between London and Cambridge.

Reporting to the Vice-President, Academic, the new Director will be an innovative and energetic leader with the vision to expand the School's programs, and to continue to build and promote dynamic partnerships that will advance collaborative, interprofessional health education and research. The successful candidate will be eligible for a senior academic appointment, and will have an established record of research, as well as substantial experience and a significant reputation in the field of health, wellness, fitness and/or sport. He or she will have exceptional interpersonal skills and the ability to engage effectively with internal colleagues, students, and the wider community. Experience with co-operative education programs would be a distinct asset.

Memorial is actively committed to diversity and to the principles of Employment Equity, and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in November, and the appointment will be effective in the summer 2010. Written nominations, applications, or expressions of interest for the position should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
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JWA

TENURE-TRACK FACULTY POSITIONS - MOUNT SAINT VINCENT UNIVERSITY

Recognized as a leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University is nationally recognized among undergraduate universities in Canada for our success in Social Sciences and Humanities Research Council grants and for having one of the lowest student-to-professor ratios. We are committed to providing the best university experience for all members of our community and to developing thoughtful, engaged citizens who make a positive impact on their world.

Located on Canada's east coast in Halifax, Nova Scotia, Mount Saint Vincent University sits amidst a beautiful wooded property overlooking a picturesque harbor. It is our esteemed 135 year history and blend of passion and individuality that attracts outstanding faculty, staff and over 4,000 students from around the world. For more information visit www.msvu.ca.

Mount Saint Vincent University is seeking scholars for tenure-track appointments at the Assistant Professor level commencing July 1, 2010 in the areas listed below. Workload for all positions includes research, teaching and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval.

Education (2 positions)
The successful candidates should posses a doctoral degree in Education or Psychology and should demonstrate excellence or the potential for excellence in teaching and research. Experience with the integration of technology into curriculum will be an asset. We will accept applications from candidates with teaching expertise and research interests in one or more of the following areas:

1. School/Educational Psychology
The successful candidate will be expected to teach and provide student supervision in the Master of Arts in School Psychology program and contribute to the Bachelor of Education program. Candidates should be eligible for registration as a psychologist in Nova Scotia.

2. Learner Assessment and Quantitative Research
Candidates should have experience both in school and university teaching in the areas of measurement, evaluation and quantitative research. The successful candidate will be expected to teach in the Bachelor of Education and graduate programs.

3. Social Studies Education
Candidates should have experience in curriculum instruction and development for social studies education. The successful candidate will be expected to teach in the Bachelor of Education and graduate programs.
Director of Teacher Education: Dr. Robert Berard
(education@msvu.ca)

English (1 position)
The Department of English invites applications for a tenure track position in the area of Modern and Contemporary Literature. The ability to teach Modern Poetry and expertise in teaching undergraduate courses at a variety of levels would be assets.
Chair: Dr. Karen Macfarlane
(karen.macfarlane@msvu.ca)

Applied Human Nutrition (1 position)
The Department of Applied Human Nutrition is seeking applications for a tenure-track position in the area of foods and culture, foods and/or foods and nutrition. Candidates with a global perspective will allow the department to enhance its international and community nutrition focus. Candidates who are eligible for full or academic affiliate membership in Dietitians of Canada are particularly welcome.
Chair: Dr. Daphne Lordly
(daphne.lordly@msvu.ca)

Biology (1 position)
The Department of Biology invites applications for a tenure-track position in the area of Ecology or Botany. We are seeking an individual with a productive research program who will add to the department's focus on evolutionary biology. The successful candidate will be expected to develop an externally funded research program that incorporates the training of undergraduate students and teach first and/or second year-level courses in addition to upper-level courses related to his/her field.
Chair: Dr. Ron MacKay
(ron.mackay@msvu.ca)

Business and Tourism (1 position)
The Department of Business and Tourism is seeking applications for a tenure-track position in either Business Policy and Law or Finance. Successful candidates will also be expected to contribute to the teaching of core courses within the Bachelor of Business Administration program. Applicants in both areas of specialization are encouraged to apply.
Chair: Dr. Peter Mombourquette
(peter.mombourquette@msvu.ca)

For more information on departments and programs, please visit the Programs and Departments section of the Mount website (www.msvu.ca).

Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the appropriate Department Chair or Director by email or mail to their attention to Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin considering applications on **December 4, 2009**. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however priority will be given to Canadians and permanent residents.

BOOKSHELF
COIN DES LIVRES

Top Scholars Should Head Research Universities

Amanda Goodall's research — a mixture of detailed statistics and the fruits of her experience as an academic administrator — shows that just as star basketball players make the best coaches, top scholars make the best presidents.

Socrates in the Boardroom: Why Research Universities Should Be Led by Top Scholars

Amanda H. Goodall. Princeton, NJ: Princeton University Press, 2009; 208 pp; ISBN: 978-0-691138-00-8, cloth $29.95 US; ISBN: 978-1-4008-3158-6, e-book $29.95 US.

By MATTHEW REISZ

"If an organisation is playing at the highest level," says Amanda Goodall, "it needs to be led by someone who understands the business at the highest level."

Top architectural, legal and consultancy firms are invariably – and rightly – run by people with a first-class professional record, and not by outsiders claiming generic management or leadership skills. We can see a similar phenomenon in sport. Goodall, a Leverhulme fellow at Warwick Business School, offers striking evidence that it is the star basketball players who, 20 years down the line, prove to be the best coaches in America's top league.

Goodall's new book, *Socrates in the Boardroom: Why Research Universities Should Be Led by Top Scholars*, draws out this argument in relation to leading universities.

"The better the scholar," she observes, "the better the university does." Whether we look at the world's top 100 universities as a whole, only the American institutions among them, those with female leaders or even just the ones based in the UK, the same general rule applies: "Highly ranked universities have leaders who are more highly cited."

Although Goodall scrupulously adds that this is only "on average," her research allows her to make some bold and specific statistical claims. "One extra point on a [university leader's] citation score," adjusted for differences between disciplines, "is associated with 10 extra places up the world's top ranking of universities."

Something similar, perhaps more surprisingly, applies to business schools. According to Goodall: "An increase of 65 citations obtained by a dean is associated ... with a one-point move up the research assessment exercise for a UK business school."

These are, of course, statistical associations that say nothing about the direction of causation. But Goodall goes further in her analysis of what she calls "a natural laboratory": the performance of 55 UK research universities in the RAE in 1992, 1996 and 2001. Over the relevant period, each university averaged almost exactly three vice-chancellors (or equivalents). These were all given a "P-score" (a president's individual lifetime citation score normalised for discipline).

Goodall then asked whether putting a better scholar in charge produced better results in subsequent RAE returns. The answer was a resounding "yes."

"A hypothetical ten-point move in a vice-chancellor's P-score (averaged over the period 1990–94)," she writes, "is estimated to generate four excellent departments in 2001 – or three extra departments when other variables are included."

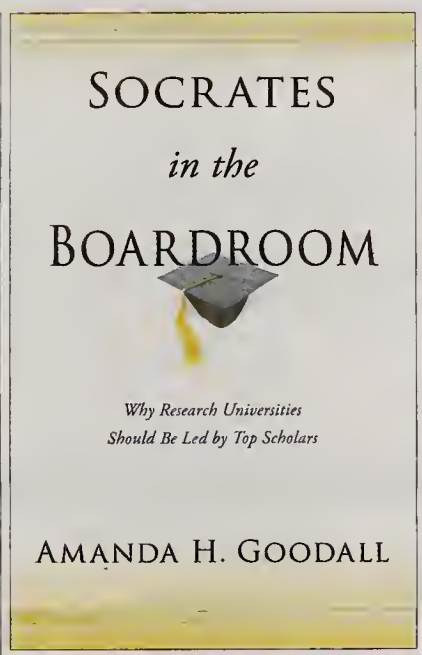
In other words, a vice-chancellor's world-class expertise in, say, biochemistry can generate excellence in quite unrelated disciplines.

Although the core arguments of *Socrates in the Boardroom* are rooted in detailed statistical analysis, Goodall acknowledges that they are also informed by her "professional experience of having worked in an administrative capacity with university leaders over a number of years."

Her own background is highly unusual. One kind of MTA, the model-turned-actress, is something of a cliche. The other sort of MTA, the model-turned-academic, appears to be pretty much unheard of.

Goodall left school at 16 and worked as a fashion model. In the mid-1980s, she switched track to become a development project worker in India, and then a political campaigner. Aged 33, and after a false start in law, she embarked on a degree in social policy and administration at the London School of Economics.

She found the atmosphere instantly congenial. "You were assessed by the piece of work on the table," she recalls. "Your past and everything else didn't matter. I found that really liberating and felt at home. It matured me and made me see the world objectively."



If she arrived at the academy comparatively late in life, Goodall now speaks about universities with the zeal of a convert.

"The thing that's most divine about universities – apart from the stuff that comes out of them – is that people are obsessed by ideas," she explains. "That's incredibly refreshing. We strive to let the data drive our thinking. Some of the individuals may seem a bit odd, but that's just because they are so interested in what they are doing – and that's a fabulous thing to see."

There is also the question of Socrates in the bedroom. This would be nobody else's business, except that Goodall, unprompted, offers a warm but surprising tribute to her partner, Andrew Oswald, professor of economics at the University of Warwick. "I live with someone who works, lives, sleeps and dreams regression equations. He is so driven; he cares so much about what he's doing and how valid the data are. We talk social sciences in the middle of the night."

After getting a first in her undergraduate degree, she decided not to embark at once on a PhD and instead spent seven years working with three different university leaders. Her first post was as special assistant to Anthony Giddens, then director of the LSE.

"He's an obsessive researcher," she says of the acclaimed sociologist who is now Lord Giddens, a Labour peer. "And he continued to write while he was director. He would get on the blower, phone up academics around the world and say: 'We want you to come to the LSE. What do we have to do to get you to come here?' He got involved in the hiring process big time."

It was precisely Goodall's experiences of the various "emphases and preferences" of the three leaders she worked for that led her "to ask questions about what works and what doesn't, their differences in research backgrounds and the impact these had on the roles they performed." This became the topic of her doctoral research at Warwick, and now her book.

The statistical detail in *Socrates in the Boardroom* may be complicated, but the headline news could hardly be more clear-cut: "In universities, where the majority of employees are expert workers, having a leader who is also an expert is likely to be beneficial to the institution's long-term performance."

On one level, this may not sound too unexpected. If we look at what economists call "revealed preference" – what top universities actually do – we find an overwhelming dominance of leadership by prominent scholars (although the LSE and the universities of Glasgow and Oxford at various times have been notable buckers of the trend). So, consciously or unconsciously, they know what works and are doing the right thing.

Yet Goodall argues that the correlation has never before been demonstrated so conclusively. She also believes that the message is still far from being universally understood.

When meeting university leaders for her research, she says, she would conduct the bulk of her interviews and only then reveal her evidence that "better scholars make better leaders."

"Some were genuinely surprised or even, in the case of non-academics, shocked," she reports. "Some people's faces dropped. One looked as if the floor had just opened underneath him."

"I would say it's not a given that people already know," Goodall notes. "In the past few years, the thrust of managerialism means that expert researchers have been pushed into the background. There has been a view that if you're a great manager you can lead in any sector." This, she speculates, may have led to some of the recent problems in the banking sector, where many directors had little understanding of the latest financial instruments.

Socrates in the Boardroom includes a case study about the hiring of the leader of a British research university, where the person specification seemed to emerge rather haphazardly from headhunters' interviews with faculty. "The board appeared not to be marrying the applicant with a predetermined strategy," she adds. Although the preferred candidate and eventual appointee was a top scholar, the runner-up was far less distinguished. High-level academic achievement was simply not given the prominence it should have had.

People who have spent a good deal of time in what is sometimes called "the real world" often find the atmosphere in universities eccentric, slow-moving and rarefied. Goodall does not see it like that at all. She admits that one does come across the occasional absent-minded professor. She even accepts that "a lot of academics think: 'Leadership is nothing to do with me. My loyalty is to my discipline.'"

But she also believes that stereotypes about academic unworldliness are greatly exaggerated. "It is convenient for managers and managerialism to make assumptions about what experts can and can't do," she argues, although "there's no evidence that they can't lead." A young scientist's life is all about "raising money, communicating what you're doing, co-ordinating huge teams of researchers, managing your grant, even in your twenties. Managing and communicating are part of what the academic world does and how it exists.

"Among the top people there are always some who can learn the art of leadership and management. There are those for whom a leadership role is not right, but there are far more people it is right for than we give credit to."

For institutions, the key to getting quality leadership is not to assume that it will spring up naturally from among the academic ranks, nor to think that it should simply be brought in from outside, says Goodall. What they must do is offer "short, very focused courses that potential scholarly leaders can go on at an early age."

All this leaves unanswered the big question of why the best researchers make the best leaders. British vice-chancellors present and recent include world-class experts in everything from molecular electronics to chemical thermodynamics, from social change in rural England to the lemurs of Madagascar. Could it be that the qualities of tenacity, dedication and sheer brainpower that got them to the top in such fields are likely

See SOCRATES IN THE BOARDROOM Page A7 ➔